

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Departmental Offices (DO)

For 1st Quarter 2020 for period ending December 31, 2019

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-------------------|
| | Previous Fiscal Year Data | | | | | 2020 Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Number of Complaints Filed | 26 | 14 | 17 | 12 | 16 | 3 |
| Number of Complainants | 23 | 14 | 17 | 12 | 16 | 3 |
| Repeat Filers | 2 | 0 | 0 | 0 | 0 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020 Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 11 | 8 | 11 | 7 | 8 | 0 |
| Color | 6 | 2 | 3 | 3 | 2 | 0 |
| Religion | 2 | 1 | 2 | 0 | 1 | 0 |
| Reprisal | 10 | 11 | 10 | 10 | 10 | 0 |
| Sex | 10 | 5 | 8 | 6 | 10 | 2 |
| PDA | 1 | 0 | 1 | 0 | 0 | 0 |
| National Origin | 1 | 1 | 3 | 3 | 1 | 1 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|---------------------------|
| Age | 17 | 8 | 5 | 4 | 10 | 1 |
| Disability | 7 | 6 | 5 | 5 | 7 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 1 | 1 |
| Non-EEO | 3 | 2 | 1 | 0 | 0 | 0 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020 Thru12-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Appointment/Hire | 1 | 2 | 3 | 0 | 0 | 0 |
| Assignment of Duties | 6 | 3 | 1 | 2 | 0 | 0 |
| Awards | 0 | 0 | 0 | 1 | 0 | 0 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 1 | 0 |
| Reprimand | 0 | 1 | 1 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 1 | 0 | 0 | 0 |
| Removal | 1 | 0 | 1 | 0 | 3 | 0 |
| Other (DO NOT USE) | 0 | 1 | 2 | 0 | 0 | 0 |
| Duty Hours | 1 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 7 | 4 | 3 | 1 | 1 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 6 | 6 | 11 | 7 | 5 | 2 |
| Sexual | 0 | 0 | 0 | 1 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 1 | 0 | 0 | 1 | 0 |
| Promotion/Non-Selection | 4 | 3 | 1 | 1 | 3 | 1 |
| Reassignment | | | | | | |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|--------------------------------|
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 1 | 0 | 1 | 0 | 0 |
| Reasonable Accommodation Disability | 2 | 1 | 2 | 1 | 3 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 1 | 1 | 1 | 2 | 0 |
| Termination | 1 | 0 | 0 | 3 | 3 | 0 |
| Terms/Conditions of Employment | 9 | 1 | 0 | 2 | 3 | 0 |
| Time and Attendance | 3 | 0 | 1 | 0 | 2 | 0 |
| Training | 1 | 1 | 0 | 0 | 1 | 0 |
| Other | | | | | | |
| Equal Pay Act (DO NOT USE) | 0 | 0 | 1 | 0 | 0 | 0 |
| User Defined - Other 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020 Thru12- 31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 185.48 | 178.17 | 217.00 | 161.73 | 174.44 | 142.14 |
| Average number of days in final action | 49.86 | 24.00 | 30.00 | 7.38 | 15.64 | 55.00 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 180.57 | 154.88 | 204.14 | 157.00 | 177.25 | 173.67 |

| | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|---------------------------|
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 2 |
| Hearing | 14 | 17 | 19 | 10 | 8 | 11 |
| Final Agency Action | 0 | 0 | 0 | 0 | 0 | 2 |
| Appeal with EEOC Office of Federal Operations | 2 | 13 | 13 | 15 | 13 | 13 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020 Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 0 | 0 | 0 |