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| Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:   Internal Revenue Service (IRS)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 | 266 | 281 | 237 | 303 | 264 | 64 | | Number of Complainants | 252 | 256 | 220 | 280 | 241 | 63 | | Repeat Filers | 10 | 19 | 15 | 22 | 21 | 1 |  | **Complaints by Basis** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020**  **Thru12-31** | | **Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.** | **2015** | **2016** | **2017** | **2018** | **2019** | | Race | 107 | 107 | 97 | 94 | 92 | 19 | | Color | 31 | 34 | 29 | 19 | 23 | 5 | | Religion | 17 | 12 | 20 | 12 | 8 | 0 | | Reprisal | 153 | 171 | 126 | 152 | 137 | 39 | | Sex | 93 | 102 | 77 | 81 | 85 | 20 | | PDA | 1 | 2 | 0 | 1 | 0 | 0 | | National Origin | 29 | 29 | 18 | 31 | 34 | 10 | | Equal Pay Act | 2 | 0 | 1 | 1 | 0 | 0 | | Age | 73 | 78 | 68 | 64 | 60 | 18 | | Disability | 103 | 114 | 98 | 126 | 101 | 32 | | Genetics | 0 | 0 | 1 | 0 | 0 | 2 | | Non-EEO | 15 | 20 | 12 | 18 | 17 | 4 |  | **Complaints by Issue** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020**  **Thru12-31** | | **Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.** | **2015** | **2016** | **2017** | **2018** | **2019** | | Appointment/Hire | 7 | 14 | 16 | 6 | 14 | 3 | | Assignment of Duties | 40 | 35 | 45 | 54 | 26 | 5 | | Awards | 6 | 5 | 9 | 5 | 3 | 3 | | Conversion to Full Time/Perm Status | 0 | 1 | 1 | 0 | 1 | 0 | | **Disciplinary Action** | | | | | | | | Demotion | 6 | 3 | 4 | 6 | 0 | 0 | | Reprimand | 13 | 13 | 9 | 12 | 13 | 2 | | Suspension | 10 | 18 | 14 | 18 | 11 | 2 | | Removal | 4 | 5 | 3 | 2 | 2 | 1 | | Other (DO NOT USE) | 0 | 10 | 16 | 14 | 10 | 2 | | Duty Hours | 10 | 10 | 9 | 16 | 11 | 0 | | Perf. Eval./ Appraisal | 66 | 70 | 51 | 71 | 50 | 3 | | Examination/Test | 0 | 0 | 1 | 0 | 0 | 0 | | **Harassment** | | | | | | | | Non-Sexual | 122 | 136 | 96 | 126 | 106 | 23 | | Sexual | 8 | 5 | 5 | 9 | 8 | 1 | | Medical Examination | 3 | 0 | 4 | 2 | 0 | 0 | | Pay including overtime | 7 | 3 | 10 | 9 | 6 | 0 | | Promotion/Non-Selection | 65 | 40 | 45 | 43 | 37 | 12 | | **Reassignment** | | | | | | | | Denied | 5 | 6 | 5 | 3 | 3 | 0 | | Directed | 7 | 10 | 4 | 9 | 7 | 2 | | Reasonable Accommodation Disability | 41 | 46 | 33 | 53 | 46 | 13 | | Reinstatement | 1 | 2 | 1 | 0 | 0 | 0 | | Religious Accommodation | 0 | 1 | 0 | 1 | 0 | 0 | | Retirement | 2 | 4 | 2 | 3 | 2 | 0 | | Sex-Stereotyping | 0 | 4 | 3 | 1 | 1 | 0 | | Telework | 0 | 6 | 3 | 7 | 14 | 1 | | Termination | 12 | 16 | 21 | 30 | 17 | 3 | | Terms/Conditions of Employment | 57 | 46 | 41 | 54 | 40 | 10 | | Time and Attendance | 53 | 55 | 48 | 49 | 46 | 8 | | Training | 18 | 13 | 11 | 18 | 4 | 1 | | **Other** | | | | | | | | Equal Pay Act (DO NOT USE) | 0 | 1 | 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 | 209.42 | 205.16 | 184.86 | 166.73 | 170.89 | 169.00 | | Average number of days in final action | 32.63 | 39.17 | 33.49 | 37.25 | 34.03 | 30.46 | | Complaint pending during fiscal year where hearing was requested | | | | | | | | Average number of days in investigation | 216.19 | 215.47 | 189.93 | 166.66 | 175.22 | 189.31 | | Average number of days in final action | 21.16 | 32.42 | 25.04 | 30.25 | 31.59 | 26.35 | | Complaint pending during fiscal year where hearing was not requested | | | | | | | | Average number of days in investigation | 196.17 | 199.84 | 182.87 | 171.34 | 170.63 | 155.95 | | Average number of days in final action | 42.15 | 47.61 | 45.15 | 48.62 | 39.91 | 43.53 |  | **Complaints Dismissed by Agency** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020**  **Thru12-31** | | **2015** | **2016** | **2017** | **2018** | **2019** | | Total Complaints Dismissed by Agency | 37 | 38 | 30 | 35 | 29 | 9 | | Average days pending prior to dismissal | 47.57 | 22.03 | 47.9 | 162 | 28.07 | 14.44 | | **Complaints Withdrawn by Complainants** | | | | | | | | Total Complaints Withdrawn by Complainants | 12 | 24 | 9 | 20 | 17 | 9 |  | **Total Final Agency Actions Finding Discrimination** | **Comparative Data** | | | | | | | | | | | | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | | | | | | **2020**  **Thru12-31** | | | **2015** | | **2016** | | **2017** | | **2018** | | **2019** | | | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | | Total Number Findings | 0 |  | 6 |  | 10 |  | 5 |  | 10 |  | 2 |  | | Without Hearing | 0 | 0 | 5 | 83 | 9 | 90 | 4 | 80 | 0 | 0 | 1 | 50 | | With Hearing | 0 | 0 | 1 | 17 | 1 | 10 | 1 | 20 | 10 | 100 | 1 | 50 |  | **Findings of Discrimination Rendered by Basis** | **Comparative Data** | | | | | | | | | | | | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | | | | | | **2020**  **Thru12-31** | | | **Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.** | **2015** | | **2016** | | **2017** | | **2018** | | **2019** | | | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | | **Total Number Findings** | 3 |  | 6 |  | 6 |  | 4 |  | 10 |  | 2 |  | | Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 70 | 2 | 100 | | Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 20 | 2 | 100 | | Religion | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reprisal | 2 | 67 | 1 | 17 | 3 | 50 | 1 | 25 | 6 | 60 | 1 | 50 | | Sex | 0 | 0 | 2 | 33 | 2 | 33 | 0 | 0 | 2 | 20 | 0 | 0 | | PDA | 0 | 0 | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | | National Origin | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | | Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 30 | 0 | 0 | | Disability | 2 | 67 | 3 | 50 | 5 | 83 | 3 | 75 | 4 | 40 | 1 | 50 | | Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |  | | | | | | | | | | | | | | **Findings After Hearing** | 0 |  | 1 |  | 1 |  | 1 |  | 10 |  | 1 |  | | Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 70 | 1 | 100 | | Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 20 | 1 | 100 | | Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reprisal | 0 | 0 | 0 | 0 | 1 | 100 | 1 | 100 | 6 | 60 | 0 | 0 | | Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 20 | 0 | 0 | | PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | | Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 30 | 0 | 0 | | Disability | 0 | 0 | 1 | 100 | 1 | 100 | 0 | 0 | 4 | 40 | 0 | 0 | | Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |  | | | | | | | | | | | | | | **Findings Without Hearing** | 3 |  | 5 |  | 5 |  | 3 |  | 0 |  | 1 |  | | Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | | Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | | Religion | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reprisal | 2 | 67 | 1 | 20 | 2 | 40 | 0 | 0 | 0 | 0 | 1 | 100 | | Sex | 0 | 0 | 2 | 40 | 2 | 40 | 0 | 0 | 0 | 0 | 0 | 0 | | PDA | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | | National Origin | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Disability | 2 | 67 | 2 | 40 | 4 | 80 | 3 | 100 | 0 | 0 | 1 | 100 | | Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |  | **Findings of Discrimination Rendered by Issue** | **Comparative Data** | | | | | | | | | | | | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | | | | | | **2020**  **Thru12-31** | | | **2015** | | **2016** | | **2017** | | **2018** | | **2019** | | | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | | **Total Number Findings** | 3 |  | 6 |  | 6 |  | 4 |  | 10 |  | 2 |  | | Appointment/Hire | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 1 | 10 | 0 | 0 | | Assignment of Duties | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 1 | 10 | 0 | 0 | | Awards | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Disciplinary Action | | | | | | | | | | | | | | Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Other (DO NOT USE) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Perf. Eval./ Appraisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 10 | 1 | 50 | | Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Harassment | | | | | | | | | | | | | | Non-Sexual | 2 | 67 | 0 | 0 | 2 | 33 | 1 | 25 | 4 | 40 | 1 | 50 | | Sexual | 0 | 0 | 2 | 33 | 1 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | | Medical Examination | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 50 | 0 | 0 | | Reassignment | | | | | | | | | | | | | | Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reasonable Accommodation Disability | 0 | 0 | 1 | 17 | 4 | 67 | 2 | 50 | 1 | 10 | 1 | 50 | | Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Telework | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | | Termination | 0 | 0 | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | | Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 1 | 17 | 0 | 0 | 1 | 10 | 0 | 0 | | Time and Attendance | 1 | 33 | 1 | 17 | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | | Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Other - User Define | | | | | | | | | | | | | | Equal Pay Act (DO NOT USE) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | User Defined - Other 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | User Defined - Other 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |  | | | | | | | | | | | | | | **Findings After Hearing** | 0 |  | 1 |  | 1 |  | 1 |  | 10 |  | 1 |  | | Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 10 | 0 | 0 | | Assignment of Duties | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 10 | 0 | 0 | | Awards | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Disciplinary Action | | | | | | | | | | | | | | Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Other (DO NOT USE) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Perf. Eval./ Appraisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 10 | 1 | 100 | | Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Harassment | | | | | | | | | | | | | | Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 4 | 40 | 1 | 100 | | Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 50 | 0 | 0 | | Reassignment | | | | | | | | | | | | | | Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reasonable Accommodation Disability | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 1 | 10 | 0 | 0 | | Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Telework | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 10 | 0 | 0 | | Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Other - User Define | | | | | | | | | | | | | | Equal Pay Act (DO NOT USE) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | User Defined - Other 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | User Defined - Other 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |  | | | | | | | | | | | | | | **Findings Without Hearing** | 3 |  | 5 |  | 5 |  | 3 |  | 0 |  | 1 |  | | Appointment/Hire | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Assignment of Duties | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Awards | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Disciplinary Action | | | | | | | | | | | | | | Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Other (DO NOT USE) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Perf. Eval./ Appraisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Harassment | | | | | | | | | | | | | | Non-Sexual | 2 | 67 | 0 | 0 | 2 | 40 | 0 | 0 | 0 | 0 | 0 | 0 | | Sexual | 0 | 0 | 2 | 40 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | | Medical Examination | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reassignment | | | | | | | | | | | | | | Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 4 | 80 | 2 | 67 | 0 | 0 | 1 | 100 | | Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Telework | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | | Termination | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | | Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Time and Attendance | 1 | 33 | 1 | 20 | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 | | Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Other - User Define | | | | | | | | | | | | | | Equal Pay Act (DO NOT USE) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | User Defined - Other 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | User Defined - Other 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |  | **Pending Complaints Filed in Previous Fiscal Years by Status** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020**  **Thru12-31** | | **2015** | **2016** | **2017** | **2018** | **2019** | | Total complaints from previous Fiscal Years | 279 | 319 | 300 | 277 | 234 | 341 | | Total Complainants | 227 | 257 | 249 | 241 | 221 | 309 | | **Number complaints pending** | | | | | | | | Investigation | 2 | 3 | 0 | 0 | 0 | 50 | | ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 14 | | Hearing | 266 | 310 | 294 | 274 | 209 | 262 | | Final Agency Action | 10 | 10 | 6 | 6 | 27 | 17 | | Appeal with EEOC Office of Federal Operations | 245 | 987 | 1004 | 993 | 1025 | 1038 |  | **Complaint Investigations** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020**  **Thru12-31** | | **2015** | **2016** | **2017** | **2018** | **2019** | | Pending Complaints Where Investigations Exceed Required Time Frames | 15 | 5 | 3 | 0 | 0 | 0 | |  |