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--- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Equal Employment Opportunity Data PostedPursuant 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 |

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