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|  | Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:   Department of the Treasury(Aggregate)For 4th Quarter 2020 for period ending September 30, 2020 **\*\*This report is based on the Complaint Against hierarchy.\*\***   | **Complaint Activity** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020Thru09-30** | | **2015** | **2016** | **2017** | **2018** | **2019** | | Number of Complaints Filed | 396 | 409 | 372 | 449 | 397 | 336 | | Number of Complainants | 374 | 380 | 351 | 412 | 363 | 318 | | Repeat Filers | 16 | 23 | 18 | 32 | 28 | 13 |  | **Complaints by Basis** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020Thru09-30** | | **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 | 176 | 155 | 170 | 177 | 151 | 138 | | Color | 56 | 51 | 61 | 56 | 47 | 51 | | Religion | 25 | 17 | 26 | 18 | 18 | 19 | | Reprisal | 224 | 240 | 200 | 231 | 211 | 195 | | Sex | 153 | 153 | 134 | 147 | 149 | 108 | | PDA | 2 | 3 | 2 | 2 | 0 | 0 | | National Origin | 48 | 43 | 42 | 54 | 47 | 42 | | Equal Pay Act | 3 | 1 | 2 | 3 | 1 | 1 | | Age | 126 | 126 | 114 | 102 | 118 | 105 | | Disability | 140 | 155 | 141 | 177 | 152 | 140 | | Genetics | 3 | 0 | 1 | 3 | 5 | 5 | | Non-EEO | 26 | 30 | 20 | 27 | 34 | 18 |  | **Complaints by Issue** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020Thru09-30** | | **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 | 23 | 27 | 33 | 18 | 25 | 22 | | Assignment of Duties | 55 | 50 | 61 | 80 | 40 | 26 | | Awards | 11 | 6 | 16 | 8 | 7 | 7 | | Conversion to Full Time/Perm Status | 0 | 1 | 1 | 1 | 2 | 1 | | **Disciplinary Action** | | | | | | | | Demotion | 6 | 5 | 4 | 6 | 2 | 1 | | Reprimand | 17 | 19 | 16 | 23 | 17 | 21 | | Suspension | 16 | 25 | 19 | 25 | 12 | 11 | | Removal | 6 | 6 | 4 | 3 | 6 | 9 | | Other (DO NOT USE) | 0 | 14 | 26 | 18 | 14 | 0 | | Duty Hours | 14 | 10 | 11 | 19 | 13 | 4 | | Perf. Eval./ Appraisal | 87 | 86 | 81 | 96 | 71 | 50 | | Examination/Test | 0 | 0 | 1 | 0 | 0 | 2 | | **Harassment** | | | | | | | | Non-Sexual | 171 | 183 | 151 | 189 | 160 | 153 | | Sexual | 14 | 9 | 12 | 12 | 15 | 9 | | Medical Examination | 4 | 1 | 4 | 2 | 0 | 0 | | Pay including overtime | 10 | 6 | 16 | 13 | 11 | 16 | | Promotion/Non-Selection | 86 | 66 | 72 | 68 | 57 | 56 | | **Reassignment** | | | | | | | | Denied | 6 | 7 | 6 | 4 | 4 | 2 | | Directed | 11 | 16 | 5 | 15 | 16 | 7 | | Reasonable Accommodation Disability | 54 | 58 | 53 | 71 | 55 | 47 | | Reinstatement | 1 | 2 | 1 | 0 | 0 | 0 | | Religious Accommodation | 0 | 1 | 0 | 1 | 0 | 0 | | Retirement | 3 | 5 | 3 | 3 | 3 | 3 | | Sex-Stereotyping | 0 | 4 | 3 | 1 | 1 | 0 | | Telework | 0 | 11 | 14 | 11 | 20 | 8 | | Termination | 16 | 28 | 28 | 40 | 27 | 22 | | Terms/Conditions of Employment | 82 | 61 | 62 | 78 | 59 | 43 | | Time and Attendance | 65 | 61 | 58 | 63 | 62 | 40 | | Training | 25 | 20 | 17 | 22 | 7 | 13 | | **Other** | | | | | | | | Equal Pay Act (DO NOT USE) | 0 | 2 | 5 | 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** | | | | | **2020Thru09-30** | | **2015** | **2016** | **2017** | **2018** | **2019** | | Complaints pending during fiscal year | | | | | | | | Average number of days in investigation | 206.70 | 203.10 | 187.25 | 167.62 | 169.46 | 154.77 | | Average number of days in final action | 32.91 | 39.20 | 33.86 | 36.08 | 33.16 | 40.35 | | Complaint pending during fiscal year where hearing was requested | | | | | | | | Average number of days in investigation | 210.54 | 210.16 | 191.22 | 167.55 | 172.25 | 158.81 | | Average number of days in final action | 20.29 | 27.55 | 23.83 | 27.46 | 29.59 | 37.77 | | Complaint pending during fiscal year where hearing was not requested | | | | | | | | Average number of days in investigation | 198.92 | 200.68 | 186.39 | 172.42 | 170.78 | 151.10 | | Average number of days in final action | 44.27 | 51.14 | 45.56 | 47.04 | 40.45 | 43.93 |  | **Complaints Dismissed by Agency** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020Thru09-30** | | **2015** | **2016** | **2017** | **2018** | **2019** | | Total Complaints Dismissed by Agency | 55 | 58 | 47 | 51 | 53 | 35 | | Average days pending prior to dismissal | 47.8 | 30.69 | 52.47 | 125.86 | 55.92 | 40.06 | | **Complaints Withdrawn by Complainants** | | | | | | | | Total Complaints Withdrawn by Complainants | 22 | 32 | 21 | 23 | 30 | 39 |  | **Total Final Agency Actions Finding Discrimination** | **Comparative Data** | | | | | | | | | | | | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | | | | | | **2020Thru09-30** | | | **2015** | | **2016** | | **2017** | | **2018** | | **2019** | | | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | | Total Number Findings | 0 |  | 8 |  | 13 |  | 7 |  | 11 |  | 5 |  | | Without Hearing | 0 | 0 | 6 | 75 | 12 | 92 | 6 | 86 | 1 | 9 | 4 | 80 | | With Hearing | 0 | 0 | 2 | 25 | 1 | 8 | 1 | 14 | 10 | 91 | 1 | 20 |  | **Findings of Discrimination Rendered by Basis** | **Comparative Data** | | | | | | | | | | | | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | | | | | | **2020Thru09-30** | | | **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** | 4 |  | 8 |  | 8 |  | 5 |  | 11 |  | 5 |  | | Race | 1 | 25 | 1 | 13 | 1 | 13 | 1 | 20 | 7 | 64 | 2 | 40 | | Color | 0 | 0 | 1 | 13 | 1 | 13 | 1 | 20 | 2 | 18 | 2 | 40 | | Religion | 0 | 0 | 1 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reprisal | 2 | 50 | 2 | 25 | 5 | 63 | 2 | 40 | 7 | 64 | 1 | 20 | | Sex | 0 | 0 | 2 | 25 | 4 | 50 | 0 | 0 | 2 | 18 | 1 | 20 | | PDA | 0 | 0 | 0 | 0 | 1 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | | National Origin | 0 | 0 | 1 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 40 | | Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Age | 0 | 0 | 1 | 13 | 0 | 0 | 0 | 0 | 3 | 27 | 0 | 0 | | Disability | 3 | 75 | 3 | 38 | 6 | 75 | 4 | 80 | 4 | 36 | 3 | 60 | | 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 | 1 | 20 | |  | | | | | | | | | | | | | | **Findings After Hearing** | 0 |  | 2 |  | 1 |  | 1 |  | 10 |  | 1 |  | | Race | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 7 | 70 | 1 | 100 | | Color | 0 | 0 | 1 | 50 | 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 | 1 | 50 | 0 | 0 | 0 | 0 | 3 | 30 | 0 | 0 | | Disability | 0 | 0 | 1 | 50 | 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** | 4 |  | 6 |  | 7 |  | 4 |  | 1 |  | 4 |  | | Race | 1 | 25 | 0 | 0 | 1 | 14 | 1 | 25 | 0 | 0 | 1 | 25 | | Color | 0 | 0 | 0 | 0 | 1 | 14 | 1 | 25 | 0 | 0 | 1 | 25 | | Religion | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Reprisal | 2 | 50 | 2 | 33 | 4 | 57 | 1 | 25 | 1 | 100 | 1 | 25 | | Sex | 0 | 0 | 2 | 33 | 4 | 57 | 0 | 0 | 0 | 0 | 1 | 25 | | PDA | 0 | 0 | 0 | 0 | 1 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | | National Origin | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 25 | | 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 | 3 | 75 | 2 | 33 | 5 | 71 | 4 | 100 | 0 | 0 | 3 | 75 | | 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 | 1 | 25 |  | **Findings of Discrimination Rendered by Issue** | **Comparative Data** | | | | | | | | | | | | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | | | | | | **2020Thru09-30** | | | **2015** | | **2016** | | **2017** | | **2018** | | **2019** | | | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | | **Total Number Findings** | 4 |  | 8 |  | 8 |  | 5 |  | 11 |  | 5 |  | | Appointment/Hire | 0 | 0 | 1 | 13 | 0 | 0 | 0 | 0 | 1 | 9 | 0 | 0 | | Assignment of Duties | 0 | 0 | 1 | 13 | 0 | 0 | 0 | 0 | 1 | 9 | 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 | 9 | 1 | 20 | | Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Harassment | | | | | | | | | | | | | | Non-Sexual | 3 | 75 | 1 | 13 | 2 | 25 | 1 | 20 | 4 | 36 | 3 | 60 | | Sexual | 0 | 0 | 2 | 25 | 2 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | | Medical Examination | 1 | 25 | 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 | 1 | 13 | 0 | 0 | 0 | 0 | 5 | 45 | 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 | 13 | 5 | 63 | 3 | 60 | 1 | 9 | 2 | 40 | | 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 | 20 | | Termination | 0 | 0 | 0 | 0 | 1 | 13 | 0 | 0 | 0 | 0 | 1 | 20 | | Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 1 | 13 | 0 | 0 | 2 | 18 | 0 | 0 | | Time and Attendance | 1 | 25 | 1 | 13 | 0 | 0 | 1 | 20 | 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 |  | 2 |  | 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 | 1 | 50 | 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 | 50 | 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** | 4 |  | 6 |  | 7 |  | 4 |  | 1 |  | 4 |  | | Appointment/Hire | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | Assignment of Duties | 0 | 0 | 1 | 17 | 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 | 3 | 75 | 1 | 17 | 2 | 29 | 0 | 0 | 0 | 0 | 2 | 50 | | Sexual | 0 | 0 | 2 | 33 | 2 | 29 | 0 | 0 | 0 | 0 | 0 | 0 | | Medical Examination | 1 | 25 | 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 | 5 | 71 | 3 | 75 | 0 | 0 | 2 | 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 | 25 | | Termination | 0 | 0 | 0 | 0 | 1 | 14 | 0 | 0 | 0 | 0 | 1 | 25 | | Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | | Time and Attendance | 1 | 25 | 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 |  | **Pending Complaints Filed in Previous Fiscal Years by Status** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020Thru09-30** | | **2015** | **2016** | **2017** | **2018** | **2019** | | Total complaints from previous Fiscal Years | 378 | 416 | 411 | 391 | 329 | 267 | | Total Complainants | 322 | 348 | 354 | 344 | 312 | 235 | | **Number complaints pending** | | | | | | | | Investigation | 3 | 4 | 1 | 1 | 0 | 0 | | ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 | | Hearing | 359 | 405 | 401 | 382 | 300 | 240 | | Final Agency Action | 13 | 11 | 9 | 8 | 30 | 26 |  | **Complaint Investigations** | **Comparative Data** | | | | | | | --- | --- | --- | --- | --- | --- | --- | | **Previous Fiscal Year Data** | | | | | **2020Thru09-30** | | **2015** | **2016** | **2017** | **2018** | **2019** | | Pending Complaints Where Investigations Exceed Required Time Frames | 18 | 6 | 3 | 0 | 0 | 0 | |  |