

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

DeCA (and below)

For 1st Quarter 2019 for period ending December 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	Thru 31-Dec
Number of Complaints Filed	137	117	104	127	140	24
Number of Complainants	137	117	104	127	140	24
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	Thru 31-Dec
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	75	49	54	56	70	15
Color	34	16	15	23	27	6
Religion	8	8	1	7	6	3
Reprisal	49	39	32	52	70	8
Sex	71	49	56	61	78	16
PDA	1	0	0	0	0	0
National Origin	27	30	21	15	23	2
Equal Pay Act	0	1	0	0	0	0
Age	33	29	21	34	44	9
Disability	33	37	27	37	39	7
Genetics	0	0	0	1	0	0
Non-EEO	0	0	2	1	2	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	Thru 31-Dec
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	4	8	7	1	2	2
Assignment of Duties	4	5	3	5	6	4
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	0	0	1	1	0
Reprimand	15	9	15	8	15	0
Suspension	7	9	7	6	7	2
Removal	0	1	7	7	2	0
Other	0	0	0	0	0	0
Duty Hours	12	16	10	11	10	1
Perf. Eval./ Appraisal	10	6	13	28	18	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	86	54	60	72	98	15
Sexual	10	9	12	7	11	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	0	0	1	0
Promotion/Non-Selection	24	21	9	15	17	5
Reassignment						
Denied	2	2	0	0	2	0
Directed	3	0	1	0	4	1
Reasonable Accommodation Disability	2	13	3	3	5	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	1	1
Telework	0	0	0	0	0	0
Termination	8	20	8	7	10	0
Terms/Conditions of Employment	1	1	1	2	0	0
Time and Attendance	0	1	1	0	1	0
Training	9	1	4	2	1	0
Other						
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					2019
	2014	2015	2016	2017	2018	Thru 31-Dec
Complaints pending during fiscal year						
Average number of days in investigation	184.03	177.3	205.51	165.02	225.42	261.57
Average number of days in final action	70.55	119.5	133.37	262.92	134.55	220.7
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	187.41	183.11	220.18	170.02	222	301.06
Average number of days in final action	65.4	104.07	138.2	285.19	67.44	29
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	180.23	169.43	190.84	158.36	221.06	228.32
Average number of days in final action	73.21	137.5	131.91	245.95	271.5	508.25
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	Thru 31-Dec
Total Complaints Dismissed by Agency	27	25	14	22	16	4
Average days pending prior to dismissal	35.07	23.88	107.21	19.55	29.81	58.25
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	15	18	11	11	14	6

