

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

DeCA (and below)

For 3rd Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
Number of Complaints Filed	137	117	104	127	140	87
Number of Complainants	137	117	104	127	140	87
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
<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	48
Color	34	16	15	23	27	17
Religion	8	8	1	7	6	8
Reprisal	49	39	32	52	70	39
Sex	71	49	56	61	78	53
PDA	1	0	0	0	0	0
National Origin	27	30	21	15	23	6
Equal Pay Act	0	1	0	0	0	0
Age	33	29	21	34	44	32
Disability	33	37	27	37	39	26
Genetics	0	0	0	1	0	1
Non-EEO	0	0	2	1	2	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
<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	8
Assignment of Duties	4	5	3	5	6	14
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	1
Reprimand	15	9	15	8	15	4
Suspension	7	9	7	6	7	8
Removal	0	1	7	7	2	1
Other	0	0	0	0	0	0
Duty Hours	12	16	10	11	10	10
Perf. Eval./ Appraisal	10	6	13	28	18	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	86	54	60	72	98	57
Sexual	10	9	12	7	11	5
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	14
Reassignment						
Denied	2	2	0	0	2	0
Directed	3	0	1	0	4	1
Reasonable Accommodation Disability	2	13	3	3	5	5
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	2
Telework	0	0	0	0	0	0
Termination	8	20	8	7	10	4
Terms/Conditions of Employment	1	1	1	2	0	0
Time and Attendance	0	1	1	0	1	1
Training	9	1	4	2	1	2
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 Thru 30-Jun
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	184.03	177.3	205.51	165.02	225.42	230.24
Average number of days in final action	70.55	119.5	133.37	262.92	134.55	171.58
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	187.41	183.11	220.18	170.02	222	225.19
Average number of days in final action	65.4	104.07	138.2	285.19	67.44	29.55
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	200.03
Average number of days in final action	73.21	137.5	131.91	245.95	271.5	429.82
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	27	25	14	22	16	12
Average days pending prior to dismissal	35.07	23.88	107.21	19.55	29.81	76
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	15	18	11	11	14	10

Findings After Hearing										
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	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
Disciplinary Action										
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
Non-Sexual	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment										
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other - User Define										
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing										
Appointment/Hire	0	0	3	0	0	0	1	1	1	1
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	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
Disciplinary Action										
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	33	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
Non-Sexual	1	100	0	0	0	0	1	100	1	100
Sexual	0	0	0	0	0	0	0	0	0	1
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment										
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other - User Define										
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	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						2019 Thru 30-Jun				
2014	2015	2016	2017	2018						
Total complaints from previous Fiscal Years	92	88	109	133	156	211				
Total Complainants	92	88	109	133	156	211				
Number complaints pending										
Investigation	1	2	1	0	1	0				
ROI issued, pending Complainant's action	0	0	1	0	2	1				
Hearing	78	70	85	115	120	150				
Final Agency Action	11	8	25	10	11	11				
Appeal with EEOC Office of Federal Operations	3	0	0	0	3	3				
Complaint Investigations										
Comparative Data										
Previous Fiscal Year Data						2019 Thru 30-Jun				
2014	2015	2016	2017	2018						
Pending Complaints Where Investigations Exceed Required Time Frames	8	10	5	3	11	7				