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

NOAA:54 (and below)

For 4th Quarter 2019 for period ending September 30, 2019

			Comparative Data											
Complaint Activity]	Prev	ious Fi	scal Ye	ear Dat	a		2010EL 00.20						
	2014	2014 201		016	2017	2018		19Thru09-30						
Number of Complaints Filed	40	3	9	50	53	66		46						
Number of Complainants	39	3	9	48	53	64		44						
Repeat Filers	1	1 0		2	0	2		2						
	•				Com	parati	ve Data	l						
Complaints by Bas	15		Pr	evious	Fiscal Y	Year D	ata							
Note: Complaints can be filed all multiple bases. The sum of the ba equal total complaints filed.	t	2014	2015	2016	2017	2018	2019Thru09- 30							
Race			10	15	21	15	27	14						
Color			3	4	3	8	12	9						
Religion			2	4	2	1	2	2						
Reprisal			20	21	24	31	40	39						
Sex			13	13	17	20	28	17						
PDA			0	0	0	1	1	0						
National Origin			4	4	6	6	8	10						
Equal Pay Act			2	1	1	1	0	0						
Age			16	12	20	19	33	21						
Disability			14	17	17	14	26	20						
Genetics			1	1	0	0	1	0						
Non-EEO			1	2	0	1	2	0						

	Comparative Data											
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30						
Appointment/Hire	3	2	4	3	4	1						
Assignment of Duties	13	11	13	17	23	18						
Awards	3	0	1	3	6	1						
Conversion to Full Time/Perm Status	0	0	0	0	0	0						
Disciplinary Action						•						
Demotion	0	1	0	0	0	0						
Reprimand	2	0	5	6	5	7						
Suspension	1	0	2	6	2	5						
Removal	1	0	1	0	0	0						
Other	0	0	2	1	1	0						
Duty Hours	1	1	1	0	0	0						
Perf. Eval./ Appraisal	14	10	15	23	22	13						
Examination/Test	0	0	0	0	0	0						
Harassment												
Non-Sexual	26	23	24	37	35	31						
Sexual	1	2	0	2	3	0						
Medical Examination	0	0	0	0	0	0						
Pay including overtime	2	1	0	5	1	0						
Promotion/Non-Selection	4	6	7	7	14	7						
Reassignment												
Denied	0	2	1	2	5	0						
Directed	2	1	1	2	1	2						
Reasonable Accommodation Disability	9	8	8	4	11	14						
Reinstatement	0	0	0	0	0	0						
Religious Accommodation	0	0	0	0	0	0						

Retirement		0	0	0	0	0	1
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	0	9	7	8	4
Termination		3	2	8	3	10	6
Terms/Conditions of Employment		11	12	9	9	15	15
Time and Attendance		11	8	9	14	12	12
Training		4	5	5	7	10	4
Other							
User Defined - Other 1		0	0	0	0	1	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
			Con	npara	tive I	Data	
Processing Time		Previous	Fiscal	Year l	Data		2019Thru09-
	2014	2015	2016	20	17	2018	30
Complaints pending during fiscal year							
Average number of days in investigation	185.41	204.36	186.37	181	.30	202.41	211.65
Average number of days in final action	43.29	102.53	25.77	29.	62	22.83	32.76
Complaint pending during fiscal year	where hea	ring was	requeste	d			
Average number of days in investigation	195.06	239.64	195.93	188	.32	221.05	223.03
Average number of days in final action	22.88	13.83	8.50	18.	86	11.33	14.79
Complaint pending during fiscal year	where hea	ring was	not requ	ested			
Average number of days in investigation	176.83	178.37	183.82	175	.50	191.35	204.64
Average number of days in final action	55.85	143.46	35.38	35.	00	42.57	46.00

	Comparative Data														
Complaints Dismissed by Agency	7			Pr	evio	us	Fisca	l Y	ear D)ata		0 040 ()			
			20	2014 2015 20		201	2016 2017		20)18	2019Thru09-30				
Total Complaints Dismissed by Agency				0)	0		0		0		0		
Average days pending prior to dismissal				0	()	0		0		0		0		
Complaints	s W	itho	lra	wn	by C	Con	nplai	nan	ts						
Total Complaints Withdrawn by Compla	ina	ints	nts 3 1 0 5 3 4												
		Comparative Data													
Total Final Agency Actions Finding			Pr	·evi	2019	Thru09-									
Discrimination	2014			201	5	2()16	20	017	2()18		30		
	#	%	#		%	#	%	#	%	#	%	#	%		
Total Number Findings	0		1	İ		1		3		2		2			
Without Hearing	0	0	0		0	1	100	2	67	2	100	2	100		
With Hearing	0	0	1	1	00	0	0	1	33	0	0	0	0		
Findings of Discrimination Rendered															
by Basis			Previous Fiscal Year Data 2019Thru) Thru09-		
Note: Complaints can be filed alleging		201	4 20)15	2	016	2	2017		2018	30			
<i>multiple bases. The sum of the bases may not equal total complaints and findings.</i>		#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings		0		2		0		3		1		2			
Race		0	0	0	0	0	0	0	0	0	0	0	0		
Color		0	0	0	0	0	0	0	0	0	0	0	0		
Religion		0	0	0	0	0	0	0	0	0	0	0	0		
Reprisal		0	0	1	50	0	0	1	33	0	0	1	50		
Sex		0	0	0	0	0	0	1	33	1	100	1	50		
PDA		0	0	0	0	0	0	0	0	0	0	0	0		
National Origin		0	0	1	50	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	1	33	0	0	0	0		

Disability	0	0	0	0	0	0	1	33	0	0	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
		1	1		1		1		1			
Findings After Hearing	0		0		0		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	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	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	0	0	0	0	0	0	1	100	0	0	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	0		2		0		2		1		2	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	50	0	0	0	0	0	0	1	50
Sex	0	0	0	0	0	0	1	50	1	100	1	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	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	1	50	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	50

Genetics	0	0	0	0 0	0	0	0	0	0	0	0	0
Non-EEO	0	0	C	0 0	0	0	0	0	0	0	0	0
						Co	mpa	rativ	e Da	ata		
Findings of Discrimination Rendered]	Pre	viou	s Fi	scal	Yea	ar Da	ta		2019	Fhru09-
by Issue	20	14	20	015	20)16	2	017	2	018		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		3		1		2	
Appointment/Hire	0	0	0	0	0	0	1	33	0	0	0	0
Assignment of Duties	0	0	0	0	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	1	50	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	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								<u> </u>				
Non-Sexual	0	0	1	50	0	0	1	33	1	100	1	50
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	1	33	0	0	1	50
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	0	0	1	33	0	0	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	0	0
Termination	0	0	0	0	0	0	0	0	0	0	1	50
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	33	0	0	0	0
Other - User Define												
User Defined - Other 1	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		0		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	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		-		<u>.</u>		<u>.</u>		-		·	-	-
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	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	0	0	0	0	0	0	0	0	0	0	0	0
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	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	0	0	1	100	0	0	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	0	0	0	0	0	0	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												
User Defined - Other 1	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	0		2		0		2		1		2	
Appointment/Hire	0	0	0	0	0	0	1	50	0	0	0	0
Assignment of Duties	0	0	0	0	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		-		<u>.</u>						-		-
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	50	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	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	0	0	1	50	0	0	1	50	1	100	1	50
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	1	50	0	0	1	50
Reassignment		-	<u>.</u>	<u>.</u>						-		-
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	0	0	0	0	0	0	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	0	0
Termination	0	0	0	0	0	0	0	0	0	0	1	50
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0

Training	0	0	0	0	0	0	1	50	0	0	0	0
Other - User Define	1	1		1			1 1					
User Defined - Other 1	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
							Con	npara	ativ	ve Data	a	
Pending Complaints Filed in Previous Years by Status	s Fise	cal	-	Pre	evious	Fi	scal	Year	Da	ıta	2019	Fhru09-
·				14	2015	2	2016	201	7	2018		30
Total complaints from previous Fiscal Y	ears		38	3	33		30 37 38		38	41		
Total Complainants			35	5	31		29	37	,	38		41
Number complaints pending												
Investigation			0		0		1	3		0		0
ROI issued, pending Complainant's	actio	n	0		0		0	0		0		0
Hearing			35	5	30		25	32		33		36
Final Agency Action			4		4		4	1		5		4
Appeal with EEOC Office of Federa Operations	al		3		0		3	3		3		3
							Cor	npara	ativ	ve Data	a	
Complaint Investigations				Pre	evious	s Fi	scal	Year	Da	ata	2019	Fhru09-
			2014		2015		2016	2017		2018	30	
Pending Complaints Where Investigatio Exceed Required Time Frames	ns		0		1		1	3		0		0