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## No FEAR Act EEO Data

Data as of 09-30-2018

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### Complaint Activity

Complaint Activity	2013	2014	2015	2016	2017	FY2018 YTD
<b>Number of Complaints Filed</b>	48	47	33	40	30	33
<b>Number of Complainants</b>	43	40	29	34	28	30
<b>Repeat Filers</b>	2	6	4	4	2	3

### Complaints by Basis

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*

	2013	2014	2015	2016	2017	FY2018 YTD
<b>Race</b>	22	25	17	23	17	14
<b>Color</b>	12	8	6	11	3	2
<b>Religion</b>	1	1	1	3	0	0
<b>Reprisal</b>	35	29	18	18	14	21
<b>Sex</b>	20	27	15	20	17	12
<b>PDA</b>	0	0	0	1	1	0
<b>National Origin</b>	8	6	7	9	3	2
<b>Equal Pay Act</b>	0	1	0	0	3	0
<b>Age</b>	20	17	12	24	10	12
<b>Disability</b>	17	18	10	10	12	15
<b>Genetic Information</b>	0	1	1	0	0	0
<b>Non-EEO</b>	3	9	5	4	3	2

### Number of Complaints Alleging Each Type of Claim

*Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*

	2013	2014	2015	2016	2017	FY2018 YTD
<b>Appointment/Hire</b>	2	7	4	8	3	3
<b>Assignment of Duties</b>	15	14	6	6	5	4
<b>Awards</b>	4	3	2	1	0	2
<b>Conversion to Full-time</b>	0	0	0	0	0	0
<b>Disciplinary Action</b>						
<b>Demotion</b>	1	0	0	0	0	2
<b>Warning</b>	0	0	0	0	4	7
<b>Reprimand</b>	4	1	0	0	1	1
<b>Removal</b>	4	5	0	0	0	1

<b>Suspension</b>	0	1	3	0	1	1
<b>Other</b>	9	4	4	8	2	0
<b>Duty Hours</b>	2	0	0	0	0	0
<b>Evaluation Appraisal</b>	21	16	9	8	10	12
<b>Examination Test</b>	2	1	1	1	0	0
<b>Harassment</b>						
<b>Non-Sexual</b>	29	14	8	13	15	12
<b>Sexual</b>	2	3	0	0	1	3
<b>Medical Examination</b>	2	0	0	0	0	0
<b>Pay (Including Overtime)</b>	5	4	3	2	3	0
<b>Promotion Non-Selection</b>	19	11	7	11	7	10
<b>Reassignment</b>						
<b>Denied</b>	7	2	4	1	0	2
<b>Directed</b>	5	1	1	1	2	1
<b>Reasonable Accommodation</b>	12	4	2	2	4	5
<b>Reinstatement</b>	0	0	0	0	0	0
<b>Religious Accommodation</b>				0	0	0
<b>Retirement</b>	1	0	0	0	0	1
<b>Sex Stereotyping</b>				0	0	0
<b>Telework</b>				0	4	5
<b>Termination</b>	7	9	4	2	3	2
<b>Terms/Conditions of Employment</b>	6	4	4	2	8	8
<b>Time and Attendance</b>	10	8	2	6	9	8
<b>Training</b>	9	5	1	2	4	5
<b>Other</b>	15	11	9	8	2	0

<b>Processing Time</b>						
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>FY2018 YTD</b>
<b>Complaints pending during fiscal year</b>						
<b>Average number of days in investigation</b>	220.64	220	178	179	197	187
<b>Average number of days in final action</b>	118.11	41	45	40	38	32
<b>Complaints pending during fiscal year where hearing was requested</b>						
<b>Average number of days in investigation</b>	233.40	219	190	193	213	195
<b>Average number of days in final action</b>	30.00	27	33	34	11	27
<b>Complaints pending during fiscal year where hearing was not requested</b>						
<b>Average number of days in investigation</b>	211.44	222	148	172	173	165
<b>Average number of days in final action</b>	143.29	70	48	45	48	39

### Complaints Dismissed by Agency

	2013	2014	2015	2016	2017	FY2018 YTD
<b>Total Complaints Dismissed by Agency</b>	6	8	6	3	8	2
<b>Average Days pending prior to dismissal</b>	25	75	96	517	360	128

<b>Complaints Withdrawn by Complainants</b>						
	2013	2014	2015	2016	2017	FY2018 YTD
<b>Total Withdrawn by Complainants</b>	4	2	2	3	0	8

<b>Total Final Actions Finding Discrimination</b>						
	2013	2014	2015	2016	2017	FY2018 YTD
<b>Total Number of Findings</b>	0	0	1	0	0	0
<b>Without Hearing</b>	0	0	0	0	0	0
<b>With Hearing</b>	0	0	1 (100%)	0	0	0

<b>Findings of Discrimination Rendered by Basis</b>						
<i>Note: Complaints can be filed alleging multiple Bases. The sum of the bases may not equal total complaints filed.</i>						
	2013	2014	2015	2016	2017	FY2018 YTD
<b>Total Number of Findings</b>	0	0	1	0	0	0
<b>Race</b>	0	0	0	0	0	0
<b>Color</b>	0	0	0	0	0	0
<b>Religion</b>	0	0	0	0	0	0
<b>Reprisal</b>	0	0	1 (100%)	0	0	0
<b>Sex</b>	0	0	0	0	0	0
<b>National Origin</b>	0	0	0	0	0	0
<b>Equal Pay Act</b>	0	0	0	0	0	0
<b>Age</b>	0	0	0	0	0	0
<b>Disability</b>	0	0	0	0	0	0
<b>Genetic Information</b>	0	0	0	0	0	0
<b>Non-EEO</b>	0	0	0	0	0	0
<b>Findings After Hearing</b>	0	0	1	0	0	0
<b>Race</b>	0	0	0	0	0	0
<b>Color</b>	0	0	0	0	0	0
<b>Religion</b>	0	0	0	0	0	0
<b>Reprisal</b>	0	0	1 (100%)	0	0	0
<b>Sex</b>	0	0	0	0	0	0
<b>National Origin</b>	0	0	0	0	0	0
<b>Equal Pay Act</b>	0	0	0	0	0	0
<b>Age</b>	0	0	0	0	0	0

<b>Disability</b>	0	0	0	0	0	0
<b>Genetic Information</b>	0	0	0	0	0	0
<b>Non-EEO</b>	0	0	0	0	0	0
<b>Findings Without Hearing</b>						
<b>Race</b>	0	0	0	0	0	0
<b>Color</b>	0	0	0	0	0	0
<b>Religion</b>	0	0	0	0	0	0
<b>Reprisal</b>	0	0	0	0	0	0
<b>Sex</b>	0	0	0	0	0	0
<b>National Origin</b>	0	0	0	0	0	0
<b>Equal Pay Act</b>	0	0	0	0	0	0
<b>Age</b>	0	0	0	0	0	0
<b>Disability</b>	0	0	0	0	0	0
<b>Genetic Information</b>	0	0	0	0	0	0
<b>Non-EEO</b>	0	0	0	0	0	0

### Findings of Discrimination Rendered by Issue

	2013	2014	2015	2016	2017	FY2018 YTD
<b>Total Number of Findings</b>	0	0	1 (100%)	0	0	0
<b>Appointment/Hire</b>	0	0	0	0	0	0
<b>Assignment of Duties</b>	0	0	0	0	0	0
<b>Awards</b>	0	0	0	0	0	0
<b>Conversion to Full-time</b>	0	0	0	0	0	0
<b>Disciplinary Action</b>						
<b>Demotion</b>	0	0	0	0	0	0
<b>Reprimand</b>	0	0	0	0	0	0
<b>Suspension</b>	0	0	0	0	0	0
<b>Removal</b>	0	0	0	0	0	0
<b>Other</b>	0	0	1 (100%)	0	0	0
<b>Duty Hours</b>	0	0	0	0	0	0
<b>Evaluation Appraisal</b>	0	0	0	0	0	0
<b>Examination Test</b>	0	0	0	0	0	0
<b>Harassment</b>						
<b>Non-Sexual</b>	0	0	0	0	0	0
<b>Sexual</b>	0	0	0	0	0	0
<b>Medical Examination</b>	0	0	0	0	0	0
<b>Pay Including Overtime</b>	0	0	0	0	0	0
<b>Promotion Non-Selection</b>	0	0	0	0	0	0
<b>Reassignment</b>						
<b>Denied</b>	0	0	0	0	0	0
<b>Directed</b>	0	0	0	0	0	0
<b>Reasonable Accommodation</b>	0	0	0	0	0	0

<b>Reinstatement</b>	0	0	0	0	0	0
<b>Retirement</b>	0	0	0	0	0	0
<b>Termination</b>	0	0	0	0	0	0
<b>Terms/Conditions of Employment</b>	0	0	0	0	0	0
<b>Time and Attendance</b>	0	0	0	0	0	0
<b>Training</b>	0	0	0	0	0	0
<b>Other - User Defined</b>	0	0	0	0	0	0
<b>Findings After Hearing</b>						
<b>Findings After Hearing</b>	0	0	1	0	0	0
<b>Appointment/Hire</b>	0	0	0	0	0	0
<b>Assignment of Duties</b>	0	0	0	0	0	0
<b>Awards</b>	0	0	0	0	0	0
<b>Conversion to Full-time</b>	0	0	0	0	0	0
<b>Disciplinary Action</b>						
<b>Demotion</b>	0	0	0	0	0	0
<b>Reprimand</b>	0	0	0	0	0	0
<b>Suspension</b>	0	0	0	0	0	0
<b>Removal</b>	0	0	0	0	0	0
<b>Other</b>	0	0	1 (100%)	0	0	0
<b>Duty Hours</b>	0	0	0	0	0	0
<b>Evaluation Appraisal</b>	0	0	0	0	0	0
<b>Examination Test</b>	0	0	0	0	0	0
<b>Harassment</b>						
<b>Non-Sexual</b>	0	0	0	0	0	0
<b>Sexual</b>	0	0	0	0	0	0
<b>Medical Examination</b>	0	0	0	0	0	0
<b>Pay Including Overtime</b>	0	0	0	0	0	0
<b>Promotion Non-Selection</b>	0	0	0	0	0	0
<b>Reassignment</b>						
<b>Denied</b>	0	0	0	0	0	0
<b>Directed</b>	0	0	0	0	0	0
<b>Reasonable Accommodation</b>	0	0	0	0	0	0
<b>Reinstatement</b>	0	0	0	0	0	0
<b>Retirement</b>	0	0	0	0	0	0
<b>Termination</b>	0	0	0	0	0	0
<b>Terms/Conditions of Employment</b>	0	0	0	0	0	0
<b>Time and Attendance</b>	0	0	0	0	0	0
<b>Training</b>	0	0	0	0	0	0
<b>Other - User Defined</b>	0	0	0	0	0	0
<b>Findings Without Hearing</b>						
<b>Findings Without Hearing</b>	0	0	0	0	0	0
<b>Appointment/Hire</b>	0	0	0	0	0	0
<b>Assignment of Duties</b>	0	0	0	0	0	0
<b>Awards</b>	0	0	0	0	0	0

<b>Conversion to Full-time</b>	0	0	0	0	0	0
<b>Disciplinary Action</b>						
<b>Demotion</b>	0	0	0	0	0	0
<b>Reprimand</b>	0	0	0	0	0	0
<b>Suspension</b>	0	0	0	0	0	0
<b>Removal</b>	0	0	0	0	0	0
<b>Other</b>	0	0	0	0	0	0
<b>Duty Hours</b>	0	0	0	0	0	0
<b>Evaluation Appraisal</b>	0	0	0	0	0	0
<b>Examination Test</b>	0	0	0	0	0	0
<b>Harassment</b>						
<b>Non-Sexual</b>	0	0	0	0	0	0
<b>Sexual</b>	0	0	0	0	0	0
<b>Medical Examination</b>	0	0	0	0	0	0
<b>Pay Including Overtime</b>	0	0	0	0	0	0
<b>Promotion Non-Selection</b>	0	0	0	0	0	0
<b>Reassignment</b>						
<b>Denied</b>	0	0	0	0	0	0
<b>Directed</b>	0	0	0	0	0	0
<b>Reasonable Accommodation</b>	0	0	0	0	0	0
<b>Reinstatement</b>	0	0	0	0	0	0
<b>Retirement</b>	0	0	0	0	0	0
<b>Termination</b>	0	0	0	0	0	0
<b>Terms/Conditions of Employment</b>	0	0	0	0	0	0
<b>Time and Attendance</b>	0	0	0	0	0	0
<b>Training</b>	0	0	0	0	0	0
<b>Other - User Defined</b>	0	0	0	0	0	0

### Pending Complaints Filed in Previous Fiscal Years by Status

	2013	2014	2015	2016	2017	FY2018 YTD
<b>Total Complaints from previous Fiscal Years</b>	59	34	41	34	49	41
<b>Total Complainants</b>	48	33	35	28	37	34
<b>Number of Complaints Pending</b>						
<b>Investigation</b>	0	0	0	0	0	0
<b>ROI issued, pending Complainant's action</b>	0	0	0	1	0	1
<b>Hearing</b>	28	32	41	31	46	36
<b>Final Action</b>	0	1	0	3	0	4
<b>Appeal</b>	13	8	14	24	11	4

### Complaint Investigations

	2013	2014	2015	2016	2017	FY2018 YTD
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**Pending Complaints Where  
Investigations Exceed Required  
Time Frames**

0 0 0 0 0 0

Last Updated 10/31/2018

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