

No FEAR Act EEO Data

Data as of 06/30/2020

Complaint Activity

Complaint Activity	2015	2016	2017	2018	2019	FY2020 YTD
Number of Complaints Filed	33	40	30	33	43	25
Number of Complainants	29	34	28	30	39	25
Repeat Filers	4	4	2	3	3	0

Complaints by Basis

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

	2015	2016	2017	2018	2019	FY2020 YTD
Race	17	23	17	14	23	12
Color	6	11	3	2	5	4
Religion	1	3	0	0	3	3
Reprisal	18	18	14	21	22	13
Sex	15	20	17	12	21	11
PDA	0	1	1	0	0	0
National Origin	7	9	3	2	7	3
Equal Pay Act	0	0	3	0	1	0
Age	12	24	10	12	18	10
Disability	10	10	12	15	13	4
Genetic Information	1	0	0	0	0	0
Non-EEO	5	4	3	2	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.

	2015	2016	2017	2018	2019	FY2020 YTD
Appointment/Hire	4	8	3	3	3	4
Assignment of Duties	6	6	5	4	7	3
Awards	2	1	0	2	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	2	1	0
Warning	0	0	4	7	2	1
Reprimand	0	0	1	1	0	2
Removal	0	0	0	1	4	3
Suspension	3	0	1	1	1	0

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

Processing Time						
	2015	2016	2017	2018	2019	FY2020 YTD
Complaints pending during fiscal year						
Average number of days in investigation	178	179	197	187	201	199
Average number of days in final action	45	40	38	32	36	37
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190	193	213	195	202	188
Average number of days in final action	33	34	11	27	22	38
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	148	172	173	165	197	190
Average number of days in final action	48	45	48	39	67	35

Complaints Dismissed by Agency						
						FY2020

	2015	2016	2017	2018	2019	YTD
Total Complaints Dismissed by Agency	6	3	8	2	3	2
Average Days pending prior to dismissal	96	517	360	128	103	109

Complaints Withdrawn by Complainants

	2015	2016	2017	2018	2019	FY2020 YTD
Total Withdrawn by Complainants	2	3	0	8	0	1

Total Final Actions Finding Discrimination

	2015	2016	2017	2018	2019	FY2020 YTD
Total Number of Findings	1	0	0	0	1	0
Without Hearing	0	0	0	0	1	0
With Hearing	1 (100%)	0	0	0	0	0

Findings of Discrimination Rendered by Basis

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

	2015	2016	2017	2018	2019	FY2020 YTD
Total Number of Findings	1	0	0	0	1	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	1 (100%)	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	1	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings After Hearing	1	0	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	1 (100%)	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0

Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings Without Hearing						
Findings Without Hearing	0	0	0	0	1	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	1	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue						
	2015	2016	2017	2018	2019	FY2020 YTD
Total Number of Findings	1 (100%)	0	0	0	1	0
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	1 (100%)	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0

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

Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

	2015	2016	2017	2018	2019	FY2020 YTD
Total Complaints from previous Fiscal Years	41	34	49	41	32	33
Total Complainants	35	28	37	34	27	29
Number of Complaints Pending						
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	0	1	0	1	0	0
Hearing	41	31	46	36	28	29
Final Action	0	3	0	4	4	3
Appeal	14	24	11	4	11	15

Complaint Investigations

	2015	2016	2017	2018	2019	FY2020 YTD
Pending Complaints Where						

Investigations Exceed Required Time Frames	0	0	0	0	1	0
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Last Updated 07/31/2020