

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

## HQ/SOCR (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	130	164	181	174	217	155
Number of Complainants	130	164	180	170	214	155
Repeat Filers	0	0	1	4	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	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>	2014	2015	2016	2017	2018	2019Thru06-30
Race	39	58	64	67	58	39
Color	14	13	20	23	21	16
Religion	5	12	8	15	10	13
Reprisal	52	62	77	91	97	68
Sex	43	50	69	59	84	53
PDA	2	1	6	2	7	4

National Origin	34	26	25	39	35	23
Equal Pay Act	2	0	0	1	0	0
Age	27	38	47	44	41	37
Disability	32	47	46	52	64	42
Genetics	1	1	1	1	3	2
Non-EEO	7	11	5	9	9	4
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Appointment/Hire	19	22	27	9	14	13
Assignment of Duties	15	29	18	27	29	11
Awards	1	5	1	5	5	2
Conversion to Full Time/Perm Status	0	1	0	1	1	0
<b>Disciplinary Action</b>						
Demotion	0	1	1	0	2	0
Reprimand	5	9	13	8	13	3
Suspension	1	3	7	1	9	2
Removal	0	0	2	2	1	2
Other	0	0	0	2	0	2
Duty Hours	1	0	0	1	2	0
Perf. Eval./ Appraisal	17	21	36	34	51	21
Examination/Test	2	0	1	1	2	1
<b>Harassment</b>						
Non-Sexual	42	70	72	103	119	67

Sexual	4	8	3	6	6	2
Medical Examination	1	1	3	0	5	2
Pay including overtime	6	2	1	12	7	3
Promotion/Non-Selection	19	21	25	26	25	21
<b>Reassignment</b>						
Denied	0	4	1	4	9	0
Directed	0	4	0	7	10	4
Reasonable Accommodation Disability	8	15	12	11	19	14
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	2	0	0
Retirement	0	0	2	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	8	6	8	0
Termination	8	18	18	23	16	18
Terms/Conditions of Employment	31	31	24	28	58	40
Time and Attendance	7	12	14	13	18	11
Training	3	8	9	12	10	3
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru06-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Complaints pending during fiscal year						
Average number of days in investigation	240.19	200.97	187.82	207.17	231.30	247.93
Average number of days in final action	57.61	58.05	54.44	51.27	55.46	69.60





National Origin	1	100	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	1	100	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	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
<b>Findings Without Hearing</b>	0		1		2		0		2		3	
Race	0	0	0	0	0	0	0	0	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	1	33
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	50	0	0	2	100	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	1	50	0	0	0	0	1	33
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	0	0	0	0	2	67
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	100	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru06-30</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	1		2		1		0		2		3	











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	33
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	1	33
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												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2019Thru06-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total complaints from previous Fiscal Years	0	110	110	137	153	217						
Total Complainants	186	104	108	132	148	212						
<b>Number complaints pending</b>												
Investigation	3	3	3	3	5	17						
ROI issued, pending Complainant's action	0	0	0	0	0	3						
Hearing	95	99	104	133	134	163						
Final Agency Action	7	8	4	2	16	31						
Appeal with EEOC Office of Federal Operations	82	3	9	11	12	15						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 06-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	7	3	2	4	1	30