

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

## HQ/SOCR (and below)

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	153	130	164	181	174	216
Number of Complainants	151	130	164	180	170	213
Repeat Filers	2	0	0	1	4	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<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	2018Thru09-30
Race	53	39	58	64	67	48
Color	12	14	13	20	23	19
Religion	8	5	12	8	15	9
Reprisal	78	52	62	77	91	95
Sex	40	43	50	69	59	84
PDA	1	2	1	6	2	7

National Origin	23	34	26	25	39	33
Equal Pay Act	2	2	0	0	1	0
Age	36	27	38	47	44	41
Disability	41	32	47	46	52	71
Genetics	0	1	1	1	1	2
Non-EEO	3	7	11	5	9	9
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	3	19	22	27	9	14
Assignment of Duties	22	15	29	18	27	28
Awards	5	1	5	1	5	5
Conversion to Full Time/Perm Status	0	0	1	0	1	1
<b>Disciplinary Action</b>						
Demotion	3	0	1	1	0	2
Reprimand	9	5	9	13	8	13
Suspension	6	1	3	7	1	9
Removal	1	0	0	2	2	1
Disciplinary Warning	0	0	0	0	2	12
Duty Hours	4	1	0	0	1	2
Perf. Eval./ Appraisal	29	17	21	36	34	50
Examination/Test	0	2	0	1	1	2
<b>Harassment</b>						
Non-Sexual	59	42	70	72	103	115

Sexual	3	4	8	3	6	6
Medical Examination	7	1	1	3	0	5
Pay including overtime	7	6	2	1	12	6
Promotion/Non-Selection	23	19	21	25	26	25
<b>Reassignment</b>						
Denied	4	0	4	1	4	9
Directed	4	0	4	0	7	10
Reasonable Accommodation Disability	15	8	15	12	11	18
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	2	0
Retirement	1	0	0	2	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	8	6	8
Termination	18	8	18	18	23	16
Terms/Conditions of Employment	8	31	31	24	28	57
Time and Attendance	13	7	12	14	13	18
Training	4	3	8	9	12	10
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						
Average number of days in investigation	276.92	240.19	200.97	187.82	207.17	230.55
Average number of days in final action	246.41	57.61	58.05	54.44	51.27	63.11

Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	296.05	254.02	214.41	205.34	215.60	228.90						
Average number of days in final action	57.30	22.70	30.14	46.41	39.68	46.54						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	252.60	226.14	190.45	169.84	199.03	232.53						
Average number of days in final action	315.18	74.33	70.27	59.97	56.48	63.11						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
Total Complaints Dismissed by Agency	18	14	10	17	29	31						
Average days pending prior to dismissal	23	41	60	61	37	54.06						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	13	14	6	16	16	15						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		6		0		2	
Without Hearing	1	100	0	0	0	0	6	100	0	0	2	100
With Hearing	0	0	1	100	1	100	0	0	0	0	0	0



National Origin	0	0	1	100	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	1	100	0	0	0	0	0	0
Disability	0	0	0	0	1	100	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>	1		0		1		2		0		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	0	0	0	0	1	50	0	0	2	100
Sex	1	100	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	1	50	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	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	1	100	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>2018Thru09-30</b>	
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</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		1		2		1		0		2	











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												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2018Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total complaints from previous Fiscal Years	0	0	110	110	137	153						
Total Complainants	175	186	104	108	132	148						
<b>Number complaints pending</b>												
Investigation	3	3	3	3	3	5						
ROI issued, pending Complainant's action	2	0	0	0	0	0						
Hearing	73	95	99	104	133	134						
Final Agency Action	3	7	8	4	2	16						
Appeal with EEOC Office of Federal Operations	59	82	3	9	11	12						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2018Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	21	7	3	2	4	1						

