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

HQ/SOCR (and below)

For 1st Quarter 2019 for period ending December 31, 2018

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2010Thm,12 21
	2014	2015	2016	2017	2018	2019Thru12-31
Number of Complaints Filed	130	164	181	174	217	52
Number of Complainants	130	164	180	170	214	52
Repeat Filers	0	0	1	4	3	0

Complaints by Dosis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious 1	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	2019Thru12- 31
Race	39	58	64	67	58	11
Color	14	13	20	23	21	6
Religion	5	12	8	15	10	4
Reprisal	52	62	77	91	97	17
Sex	43	50	69	59	84	21
PDA	2	1	6	2	7	2

National Origin	34	26	25	39	35	9
Equal Pay Act	2	0	0	1	0	0
Age	27	38	47	44	41	18
Disability	32	47	46	52	64	11
Genetics	1	1	1	1	3	1
Non-EEO	7	11	5	9	9	2
		-	Com	parativ	ve Data	1
Complaints by Issue	Pr	evious 1	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	2019Thru12- 31
Appointment/Hire	19	22	27	9	14	4
Assignment of Duties	15	29	18	27	29	0
Awards	1	5	1	5	5	0
Conversion to Full Time/Perm Status	0	1	0	1	1	0
Disciplinary Action						
Demotion	0	1	1	0	2	0
Reprimand	5	9	13	8	13	1
Suspension	1	3	7	1	9	1
Removal	0	0	2	2	1	1
Other	0	0	0	2	0	0
Duty Hours	1	0	0	1	2	0
Perf. Eval./ Appraisal	17	21	36	34	51	4
Examination/Test	2	0	1	1	2	1
Harassment						
Non-Sexual	42	70	72	103	119	26

Sexual		4	8	3	3	6	6	0
Medical Examination		1	1	3	3	0	5	1
Pay including overtime		6	2	1	L	12	7	1
Promotion/Non-Selection		19	21	2.	5	26	25	11
Reassignment								
Denied		0	4	1		4	9	0
Directed		0	4	C)	7	10	1
Reasonable Accommodation Disability	on	8	15	1:	2	11	19	2
Reinstatement		0	0	()	0	0	0
Religious Accommodation	l	0	0	C)	2	0	0
Retirement		0	0	2	2	1	0	0
Sex-Stereotyping		0	0	()	0	0	0
Telework		0	0	8	3	6	8	0
Termination		8	18	1	8	23	16	7
Terms/Conditions of Empl	oyment	31	31	2.	4	28	58	12
Time and Attendance		7	12	1.	4	13	18	3
Training		3	8	9)	12	10	0
Other								
			Co	mp	ara	tive l	Data	
Processing Time		Previous	s Fisca	l Ye	ear	Data		2019Thru12-
	2014							31
Complaints pending during	nding during fiscal y					'		
Average number of days in investigation	240.19	200.97	187.8	82	207	7.17	231.30	216.37
Average number of days in final action	57.61	58.05	58.05 54.44		51.27		55.46	55.40

Complaint pending during	fiso	cal ye	ar w	here	hea	rin	g w	as 1	eque	stec	i			
Average number of days in investigation	25	54.02	21	4.41	20)5.3	34	213	5.60	22	28.90	2	02.92	
Average number of days in final action	2	2.70	30	0.14	4	46.41		39.68		46.54		3	32.40	
Complaint pending during	fiso	cal ye	ar w	here	hea	rin	g w	as 1	ot re	eque	ested	-		
Average number of days in investigation	22	26.14	19	0.45	16	59.8	34	199	9.03	23	32.53	2	27.13	
Average number of days in final action	7.	4.33	70).27	5	9.9′	7	56	.48	62	2.08	(56.90	
		Comparative Data												
Complaints Dismissed Agency	Previous Fiscal Year Data 2019Thru12-													
B√													31	
Total Complaints Dismisso Agency	ed b	y	14	4	10		17		29		29		2	
Average days pending price dismissal	or to)	41		60		61		37		53		63	
Com	pla	ints V	Vitl	hdra	wn	by	Coı	mpl	aina	nts				
Total Complaints Withdra Complainants	wn	by	14	4	6		16		16		16		3	
						Co	mp	ara	tive]	Dat	a			
Total Final Agency			Pre	viou	s Fi	scal	l Ye	ear	Data	ì		2019	Thru12-	
Actions Finding Discrimination	2	014	2	015	1	201	6	20)17	2	018		31	
	#	%	#	%	#	9	%	#	%	#	%	#	%	
Total Number Findings	1		1		6			0		2		1		
Without Hearing	0	0	0	0	6	1	00	0	0	2	100	1	100	
With Hearing	1	100	1	100	0		0	0	0	0	0	0	0	

Findings of					C	omp	ara	tive	Da	ta		
Discrimination Rendered by Basis		F	rev	vious 1	Fisc	al Y	ear	Dat	a		2019	Thru12-
Note: Complaints can be	2	014	2	015	20)16	20)17	2	018		31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		2		0		2		1	
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	1	50	0	0	2	100	0	0
Sex	0	0	1	50	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	0	0	1	50	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	50	0	0	0	0	0	0	0	0
Disability	0	0	1	50	0	0	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	50	0	0	0	0	0	0	0	0
	<u>'</u>	'		'						'		
Findings After Hearing	1		1		0		0		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	0	0	0	0	0	0
Sex	0	0	1	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0

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
Findings Without Hearing	0		1		2		0		2		1	
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	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	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	1	100
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
					C	ompa	arat	tive]	Dat	a		
Findings of Discrimination		P	revi	ious 1	isc	al Ye	ar	Data	1		2019	Thru12-
Rendered by Issue	20	14	20	15	20	16	20	17	2	018		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		2		1	

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	1	100	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	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	2	100	1	100
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	1	50	0	0	0	0	0	0	0	0
Promotion/Non- Selection	1	100	1	50	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	0	0	0	0	1	100
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	1	100
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												•
Findings After Hearing	1		1		0		0		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												
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

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	1	100	1	100	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	0	0	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	_											
Findings Without Hearing	0		1		1		0		2		1	
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	1	100	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	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	2	100	1	100
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	1	100	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	0	0	0	0	1	100
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	1	100
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data							
	Pro	evious]	2019Thru12-					
	2014	2015	2016	2017	2018	31		
Total complaints from previous Fiscal Years	0	110	110	137	153	288		
Total Complainants	186	104	108	132	148	281		
Number complaints pending								
Investigation	3	3	3	3	5	85		
ROI issued, pending Complainant's action	0	0	0	0	0	5		
Hearing	95	99	104	133	134	159		
Final Agency Action	7	8	4	2	16	39		
Appeal with EEOC Office of Federal Operations	82	3	9	11	12	14		

Complaint Investigations	Comparative Data							
	Pro	evious	2019Thru12-					
	2014	2015	2016	2017	2018	31		
Pending Complaints Where Investigations Exceed Required Time Frames	7	3	2	4	1	9		