

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	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	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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<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	
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	6	6	0
Medical Examination	1	1	3	0	5	1
Pay including overtime	6	2	1	12	7	1
Promotion/Non-Selection	19	21	25	26	25	11
Reassignment						
Denied	0	4	1	4	9	0
Directed	0	4	0	7	10	1
Reasonable Accommodation Disability	8	15	12	11	19	2
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	7
Terms/Conditions of Employment	31	31	24	28	58	12
Time and Attendance	7	12	14	13	18	3
Training	3	8	9	12	10	0
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	240.19	200.97	187.82	207.17	231.30	216.37
Average number of days in final action	57.61	58.05	54.44	51.27	55.46	55.40

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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		2		1	

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						2019Thru12-31					
	Previous Fiscal Year Data											
	2014	2015	2016	2017	2018							
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					
	Previous Fiscal Year Data					2019 Thru 12-31
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	7	3	2	4	1	9