

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

HQ/SOCR (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	164	181	174	217	203	69
Number of Complainants	164	180	170	214	192	69
Repeat Filers	0	1	4	3	11	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	58	64	67	58	49	27
Color	13	20	23	21	21	11
Religion	12	8	15	10	16	2
Reprisal	62	77	91	97	95	25
Sex	50	69	59	84	73	29
PDA	1	6	2	7	4	1

National Origin	26	25	39	35	36	9
Equal Pay Act	0	0	1	0	0	0
Age	38	47	44	41	48	10
Disability	47	46	52	64	53	21
Genetics	1	1	1	3	2	1
Non-EEO	11	5	9	9	6	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	22	27	9	14	16	5
Assignment of Duties	29	18	27	29	21	11
Awards	5	1	5	5	2	3
Conversion to Full Time/Perm Status	1	0	1	1	0	0
Disciplinary Action						
Demotion	1	1	0	2	0	0
Reprimand	9	13	8	13	6	2
Suspension	3	7	1	9	3	0
Removal	0	2	2	1	4	1
Other	0	0	2	0	1	1
Duty Hours	0	0	1	2	0	0
Perf. Eval./ Appraisal	21	36	34	51	32	7
Examination/Test	0	1	1	2	1	2
Harassment						
Non-Sexual	70	72	103	119	89	32

Sexual	8	3	6	6	3	1
Medical Examination	1	3	0	5	4	0
Pay including overtime	2	1	12	7	6	1
Promotion/Non-Selection	21	25	26	25	26	10
Reassignment						
Denied	4	1	4	9	0	4
Directed	4	0	7	10	10	1
Reasonable Accommodation Disability	15	12	11	19	18	5
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	2	0	0	0
Retirement	0	2	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	8	6	8	1	4
Termination	18	18	23	16	22	1
Terms/Conditions of Employment	31	24	28	58	52	5
Time and Attendance	12	14	13	18	16	6
Training	8	9	12	10	5	2
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	200.97	187.82	207.17	231.30	251.16	229.97
Average number of days in final action	58.05	54.44	51.27	55.46	59.09	56.52

Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	214.41	205.34	215.60	228.90	269.86	229.96						
Average number of days in final action	30.14	46.41	39.68	46.54	42.45	38.60						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	190.45	169.84	199.03	232.53	237.88	229.98						
Average number of days in final action	70.27	59.97	56.48	62.08	70.24	61.36						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015		2016		2017		2018		2019			
Total Complaints Dismissed by Agency	10	17	29	29	47	12						
Average days pending prior to dismissal	60	61	37	53	87	57						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	6	16	16	16	22	4						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		6		0		2		6		3	
Without Hearing	0	0	6	100	0	0	2	100	6	100	3	100
With Hearing	1	100	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015		2016		2017		2018		2019			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		0		2		3		3	
Race	0	0	0	0	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	1	33	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	33
Reprisal	0	0	1	50	0	0	2	100	0	0	1	33
Sex	1	50	0	0	0	0	0	0	0	0	2	67
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	1	33	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	1	50	0	0	0	0	0	0	2	67	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	50	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		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	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	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0	0
Disability	1	100	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	0	0	0	0	0	0	0	0
Findings Without Hearing	1		2		0		2		3		3	
Race	0	0	0	0	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	1	33	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	33
Reprisal	0	0	1	50	0	0	2	100	0	0	1	33
Sex	0	0	0	0	0	0	0	0	0	0	2	67
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	1	33	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	2	67	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	100	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		2		3		3	
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	1	33
Awards	0	0	1	100	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	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	100	1	33	1	33
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	1	50	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	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	2	67	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	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	33	2	67
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		0		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
Harassment												
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	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	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	1		1		0		2		3		3	
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	1	33
Awards	0	0	1	100	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	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	100	1	33	1	33
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	1	100	0	0	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	2	67	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	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	33	2	67
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						2020Thru03-31					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	110	110	137	153	156	223						
Total Complainants	104	108	132	148	153	215						
Number complaints pending												
Investigation	3	3	3	5	5	34						
ROI issued, pending Complainant's action	0	0	0	0	1	11						
Hearing	99	104	133	134	145	158						
Final Agency Action	8	4	2	16	4	19						
Appeal with EEOC Office of Federal Operations	3	9	11	12	14	16						
Complaint Investigations	Comparative Data						2020Thru03-31					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	3	2	4	1	5	15						