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

HQ/SOCR (and below)

For 1st Quarter 2021 for period ending December 31, 2020

			Cor	nparati	ve Data	ì
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2021Thru12-31
	2016	2017	2018	2019	2020	20211Nru12-31
Number of Complaints Filed	180	175	216	203	130	29
Number of Complainants	179	170	213	191	130	29
Repeat Filers	1	5	3	12	0	0

Commisints by Posis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru12- 31
Race	61	55	48	38	39	14
Color	19	23	19	21	18	1
Religion	7	14	9	16	4	1
Reprisal	74	88	95	93	61	15
Sex	70	58	84	67	48	10
PDA	6	2	7	4	1	1

National Origin	25	38	33	35	17	7
Equal Pay Act	0	1	0	0	0	0
Age	45	40	41	48	25	5
Disability	59	61	71	64	47	12
Genetics	1	1	2	2	2	0
Non-EEO	5	9	9	6	6	2
			Com	parativ	ve Data	1
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru12- 31
Appointment/Hire	25	9	14	16	10	1
Assignment of Duties	18	26	28	21	18	1
Awards	1	5	5	2	3	1
Conversion to Full Time/Perm Status	0	1	1	0	0	0
Disciplinary Action			-	-	-	
Demotion	1	0	2	0	0	1
Reprimand	13	8	13	6	5	1
Suspension	6	1	9	3	2	0
Removal	2	2	1	4	1	0
Other	0	11	12	8	2	0
Duty Hours	0	1	2	0	1	0
Perf. Eval./ Appraisal	35	32	50	31	16	3
Examination/Test	1	1	2	1	1	0
Harassment						
Non-Sexual	69	101	115	88	58	12

Sexual		3	6	(5	3	3	0
Medical Examination		3	0	4	5	4	4	0
Pay including overtime		1	10	(5	5	6	0
Promotion/Non-Selection		24	25	2	5	26	26	8
Reassignment								
Denied		1	4	Ì)	0	6	0
Directed		0	7	1	0	10	7	0
Reasonable Accommodation Disability	on	12	12	1	8	18	8	4
Reinstatement		0	0	()	0	0	0
Religious Accommodation	1	0	2	()	0	0	0
Retirement		2	1	()	0	0	0
Sex-Stereotyping		0	0	()	0	0	0
Telework		7	6	8	3	1	9	1
Termination		18	21	1	6	21	4	3
Terms/Conditions of Empl	oyment	24	27	5	7	51	15	4
Time and Attendance		13	13	1	8	17	10	1
Training		9	12	1	0	5	2	0
Other								
			Co	mp	ara	tive I	Data	
Processing Time]	Previous	s Fisca	l Y	ear	Data		2021Thru12-
	2016	2017	201	8	20	19	2020	31
Complaints pending during	g fiscal ye	ear						
Average number of days in investigation	189.68	206.9	230.55		251.16		248.85	231.20
Average number of days in final action	60.15	51.27	63.1	1	59	.09	54.36	79.60

Complaint pending during	fiso	al	yea	ar w	here	he	aring v	vas	reque	stec	i			
Average number of days in investigation	20	5.3	34	21	5.60	2	28.90	20	59.86	26	50.36	27	8.71	
Average number of days in final action	59	9.24	4	39	0.68	2	16.54	4	2.45	4.	3.23	10)1.57	
Complaint pending during	fiso	al	yea	ar w	here	he	aring v	vas	not re	que	ested			
Average number of days in investigation	16	9.8	34	19	9.03	2	32.53	23	37.88	23	88.80	20)5.62	
Average number of days in final action	6	1.4	1	56	5.48	6	53.11	7	0.24	60	0.96	5	1.00	
		Comparative Data												
Complaints Dismissed Agency	Previous Fiscal Year Data 2021Thru12-													
			2	016	20	17	201	8	3 2019		020	31		
Total Complaints Dismisso Agency	ed b	у		17	3	31	31		47		21		9	
Average days pending prid dismissal	or to)	6	1.35	3	37	54.0	6	60.43	6	1.81	58		
Com	pla	int	s V	Vitl	ıdra	wn	by Co	m	olaina	nts				
Total Complaints Withdra by Complainants	wn			16	1	.7	7 15		22		14		4	
							Comp	par	ative]	Dat	a			
Total Final Agency]	Pre	viou	s Fi	scal Y	ea	r Data	l		2021	Thru12-	
Actions Finding Discrimination	2	016	5	20	17	2	018	2	019	2	020		31	
	#	9/	6	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1			0		2		3		3		0		
Without Hearing	1	10	00	0	0	2	100	3	100	3	100	0	0	
With Hearing	0	C)	0	0	0	0 0		0	0	0	0	0	

Findings of Discrimination Rendered					(Comp	ara	tive]	Dat	a		
by Basis		P	rev	ious	Fis	cal Y	ear	Data	ì		20217	Γhru12-
Note: Complaints can be	2	016	20	017	2	018	20)19	20	020		31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		2		3		3		0	
Race	0	0	0	0	0	0	1	33	0	0	0	0
Color	0	0	0	0	0	0	1	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	33	0	0
Reprisal	1	100	0	0	2	100	0	0	1	33	0	0
Sex	0	0	0	0	0	0	0	0	1	33	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	33	1	33	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	2	67	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 After Hearing	0		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	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	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	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	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		2		3		3		0	
Race	0	0	0	0	0	0	1	33	0	0	0	0
Color	0	0	0	0	0	0	1	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	33	0	0
Reprisal	1	100	0	0	2	100	0	0	1	33	0	0
Sex	0	0	0	0	0	0	0	0	1	33	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	33	1	33	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	2	67	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
	Comparative Data											
Findings of Discrimination Rendered		Pı	revi	ous	Fisc	al Ye	ar]	Data			2021	Γhru12-
by Issue	20	016	20	17	20	018	20	19	20	20		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		2		3		3		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	1	100	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	1	33	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	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment			-	-								
Non-Sexual	0	0	0	0	2	100	1	33	1	33	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	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	2	67	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	1	33	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	33	1	33	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 After Hearing	0		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	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	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		0		2		3		3		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	1	100	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	1	33	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	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	100	1	33	1	33	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	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	2	67	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	1	33	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	33	1	33	0	0

Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
						Coı	np	arati	ve :	Data	1	
Pending Complaints Filed Previous Fiscal Years by St			Pr	evio	us]	Fiscal	Ye	ear D	ata	ì	20217	Γhru12-
•			2016	201	17	2018	3 2	2019	20	020		31
Total complaints from previo Fiscal Years	ous		237	13	7	153		156	1	30	1	178
Total Complainants			237	13	2	148		153	1	24	1	75
Number complaints pendin	g											
Investigation			71	3		5		1		8		50
ROI issued, pending Complainant's action			0	0		0		1		2		5
Hearing			134	13	3	134		150	1	.00	1	19
Final Agency Action			20	2		16		3		21		4
Appeal with EEOC Offic Federal Operations	e o	f	9	11		12		14		16		22
						Coı	np	arati	ve :	Data	1	
Complaint Investigation	1 S	Previous Fiscal Year Data 2021Thru1							Γhru12-			
			2016	201	17	2018	3 2	2019	20	020		31
Pending Complaints Where Investigations Exceed Requir Time Frames	ed		2	5		1		5		9		7

Time and Attendance