

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

## HQ/SOCR (and below)

For 2nd Quarter 2021 for period ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
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
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
Non-Sexual	69	101	115	88	58	12

Sexual	3	6	6	3	3	0
Medical Examination	3	0	5	4	4	0
Pay including overtime	1	10	6	5	6	0
Promotion/Non-Selection	24	25	25	26	26	8
<b>Reassignment</b>						
Denied	1	4	9	0	6	0
Directed	0	7	10	10	7	0
Reasonable Accommodation Disability	12	12	18	18	8	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	2	0	0	0	0
Retirement	2	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	7	6	8	1	9	1
Termination	18	21	16	21	4	3
Terms/Conditions of Employment	24	27	57	51	15	4
Time and Attendance	13	13	18	17	10	1
Training	9	12	10	5	2	0
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Complaints pending during fiscal year						
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	63.11	59.09	54.36	79.60













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												
<b>Findings Without Hearing</b>	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												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>						
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Total complaints from previous Fiscal Years	237	137	153	156	130	178						
Total Complainants	237	132	148	153	124	175						
<b>Number complaints pending</b>												
Investigation	71	3	5	1	8	50						
ROI issued, pending Complainant's action	0	0	0	1	2	5						
Hearing	134	133	134	150	100	119						
Final Agency Action	20	2	16	3	21	4						
Appeal with EEOC Office of Federal Operations	9	11	12	14	16	22						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>						
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	2	5	1	5	9	7						