

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

Complaint Activity Sec. 1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)															2017 thru 3/31/17
	Previous Fiscal Year Data															
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	
Number of Complaints Filed	46	39	33	26	21	28	37	30	33	21	25	26	24	46	40	20
Number of Complainants	43	38	30	26	19	23	36	26	33	21	24	25	24	42	39	20
Repeat Filers	2	1	3	0	2	3	1	3	1	0	1	1	0	3	1	0
Complaints by Basis Sec. 1614.704 (d)	Comparative Data (Sec. 1614.705)															2017 thru 3/31/17
	Previous Fiscal Year Data															

<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	
Race	19	12	13	11	7	6	24	12	13	4	9	8	6	18	15	11
Color	1	0	1	1	1	0	1	4	1	2	2	6	1	2	2	1
Religion	8	0	2	0	1	0	1	0	0	0	2	2	1	3	1	2
Reprisal	24	24	23	14	12	21	20	21	20	11	13	15	13	23	17	9
Sex	17	16	13	7	3	11	20	16	10	12	7	10	6	17	16	6
PDA	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
National Origin	6	6	4	6	3	7	4	7	9	4	3	5	4	3	7	3
Equal Pay Act	0	0	0	0	0	1	0	1	1	0	1	2	0	1	1	0
Age	9	12	8	9	7	5	12	13	9	7	7	4	5	11	12	7
Disability	12	8	9	5	4	22	15	11	14	7	14	18	16	25	22	10
Genetic Information	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	1	0	0	1	0	0

<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	
Appointment/Hire	3	2	1	1	0	5	6	14	1	5	1	5	2	13	4	2
Assignment of Duties	1	4	5	4	2	4	0	3	3	4	3	1	1	1	7	3
Awards	4	2	1	1	0	1	1	1	1	0	1	0	0	0	0	1
Conversion to Full-time	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Disciplinary Action																
Demotion	2	0	0	0	0	5	0	0	1	0	1	0	0	0	0	0
Reprimand	3	1	1	0	0	1	0	2	2	2	0	2	1	0	5	1
Removal	1	0	1	0	2	1	1	6	3	0	0	0	2	0	0	0
Suspension	0	2	0	2	0	0	1	0	1	2	1	0	1	0	0	0
Other	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0
Duty Hours	1	0	0	0	2	0	0	0	0	0	0	0	0	0	1	1
Evaluation Appraisal	6	7	9	2	1	11	11	4	6	2	1	1	4	5	2	6
Examination/Test	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment																

Complaints by Issue Sec. 1614.704 (e)	Comparative Data (Sec. 1614.705)															2017 thru 3/31/16
	Previous Fiscal Year Data															
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	
Non-Sexual	18	13	12	11	6	8	14	3	13	3	13	12	10	16	14	4
Sexual	1	1	0	0	0	0	1	0	1	3	1	0	2	0	4	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	2	2	0	0	0	2	3	2	1	0	2	2	0	2	5	1
Promotion/Non-Selection	16	8	4	4	3	4	29	17	12	1	0	2	2	6	12	6
Reassignment																
Denied	2	3	1	0	0	0	0	0	0	0	1	1	0	1	0	1
Directed	1	2	1	2	2	0	0	1	1	0	1	2	0	0	1	0
Reasonable Accommodation	7	3	3	1	2	7	7	3	5	2	6	5	8	11	8	6
Reinstatement	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	0

taken an agency to complete, respectively, investigation and final action for:	<i>(for any length of time)</i> during fiscal year														
Average number of days in investigation stage	248.47	241.76	144.70	152.61	180.83	109.91	172.17	222.51	229.54	340.59	240.08	207.90	248.82	218.36	262.47
Average number of days in final action stage	96.81	132.60	156.84	155.63	174.69	128.75	144.75	131.18	92.53	215.13	205.67	312.22	164.60	71.50	170.75
Complaints pending (for any length of time) during fiscal year where hearing was requested															
Average number of days in investigation stage	300.95	292.94	331.73	222.42	204.80	196.20	204.73	180.00	235.40	165.60	239.86	143.37	247.62	165.22	242.05
Average	89.90	78.67	96.60	42.08	98.40	37.00	135.50	35.80	55.00	40.00	30.00	154.00	72.00	40.00	277.00

Processing Time	Comparative Data (Sec. 1614.705)														
Sec. 1614.704(f) the average	Previous Fiscal Year Data														
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
number of days in final action stage															
Complaints pending (for any length of time) during fiscal year where hearing was not requested															
Average number of days in investigation stage	312.68	372.95	241.87	196.06	181.55	75.13	167.79	236.32	226.35	109.66	240.33	202.28	252.00	314.00	329.75
Average number of days in final action stage	105.44	151.68	196.13	231.33	208.91	212.58	137.86	153.67	94.23	105.28	381.33	158.00	187.75	134.50	182.67
Complaints Dismissed by	Comparative Data (Sec. 1614.705)														2017 thru
	Previous Fiscal Year Data														

Agency	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	3/31/17														
Total Complaints Dismissed by Agency	9	2	4	3	4	1	1	3	0	4	5	6	2	0.00	7	7														
Average days pending prior to dismissal	376.30	238.00	82.00	119.00	74.75	51.00	140.00	60.67	100.00	82.00	161.40	152.75	117.00	0.00	49	51														
Complaints Withdrawn by Complainants																														
Total complaints Withdrawn by Complainants	4	5	10	4	2	0	2	4	1	2	1	1	0	2	5	4														
Total Final Actions Finding Discrimination (Sec. 1614.704(i))	Comparative Data (Sec. 1614.705)																													
	Previous Fiscal Year Data																													
	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014					
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1		1		1		0		1		0		0		0		0		0		0		0		0		0		1	100.00%
Without Hearing	0		0		0		0		0		0		0		0		0		0		0		0		0		0		0	100.00%
With Hearing	1	100.00%	1	100.00%	1	100.00%	0		1	100.00%	0	100.00%	0		0	100.00%	0		0	100.00%	0		0	100.00%	0		0	100.00%	1	0

Findings of Discrimination Rendered by Basis	Comparative Data (Sec. 1614.705)																														
	Previous Fiscal Year Data																														
	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
	Genetic Information																														
Non-EEO																															
Findings After Hearing	1		1		1		0		1		0		0		0		0		0		0		0		1	100.00%	0		0	0.00%	
Race			1	100%																											
Color																															
Religion																															
Reprisal																															
Sex			1	100%	1	100%																				1	100	0	0.00%	0	0.00%
National Origin					1	100%																				1	100	0	0.00%	0	0.00%

Findings of Discrimination Rendered by Basis	Comparative Data (Sec. 1614.705)																														
	Previous Fiscal Year Data																														
	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
	Reprisal																														
	Sex																														
	National Origin																														
	Equal Pay Act																														
	Age																														
	Disability																														
	Genetic Information																														
	Non-EEO																														
	Findings of Discrimination	Comparative Data (Sec. 1614.705)																													
Previous Fiscal Year Data																															

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)																															
	Previous Fiscal Year Data																															
	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Accommodation																																
Reinstatement																																
Retirement																																
Termination																																
Terms/Conditions of Employment																																
Time and Attendance																																
Training																																
Other																																
Pending Complaints Filed in Previous Fiscal Years by Status (Sec. 1614.704(k))	Comparative Data (Sec. 1614.705)																2017 thru 3/31/17															
	Previous Fiscal Year Data																															
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016																	
Total complaints	63	60	56	36	24	15	27	50	46	34	23	28	28	18	25	33																

Pending Complaints Filed in Previous Fiscal Years by Status (Sec. 1614.704(k))	Comparative Data (Sec. 1614.705)															2017 thru 3/31/17
	Previous Fiscal Year Data															
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	
from previous Fiscal Years																
Total Complainants	57	53	53	32	24	15	24	40	38	29	20	25	25	17	23	31
Number complaints pending																
Investigation	33	25	10	6	8	4	11	19	0	0	0	0	2	2	4	10
ROI Issued, Pending Complainant's Actions	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Hearing	30	12	20	16	9	5	9	15	10	9	6	9	9	13	18	16
Final Agency Action	0	20	15	10	10	6	7	16	6	1	3	5	5	3	3	4
Appeal with EEOC Office of Federal Operations	*	*	6	8	7	7	5	5	9	11	17	15	15	16	14	16

*Column corrected by 2 complaints that were settled during FY 2008 at the hearing stage but were not inputted into the complaint data-base.

Complaint Investigations	Comparative Data (Sec. 1614.705)															2017 thru 3/31/17
	Previous Fiscal Year Data															
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	
Pending Completion Where Investigation Exceeds Required Time Frames	4	1	0	0	1	1	1	0	1	2	1	0	0	3	8	8