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

FEMA (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

			Compa	rative D	ata	
Complaint Activity	F	Previou	s Fiscal	Year Da	ita	2017 Thru
	2012	2013	2014	2015	2016	31-Mar
Number of Complaints Filed	134	139	78	82	85	85
Number of Complainants	133	136	78	81	85	84
Repeat Filers	2	3	0	1	0	1
			Compa	rative D	ata	
Complaints by Basis	F	Previou	s Fiscal	Year Da	ıta	2017 Thru
Note: Complaints can be filed alleging multiple bases.	2012	2013	2014	2015	2016	31-Mar
The sum of the bases may not equal total complaints filed.						
Race	38	54	26	26	22	30
Color	8	12	3	9	9	8
Religion	5	6	2	4	2	3
Reprisal	55	65	45	33	30	30
Sex	36	46	24	21	23	31
PDA	1	0	0	0	1	0
National Origin	17	16	9	6	15	12
Equal Pay Act	0	0	1	0	0	0
Age	37	29	13	25	20	20
Disability	32	24	20	20	30	25
Genetics	0	0	0	1	1	0
Non-EEO	13	14	2	4	3	5

Complaints by Issue			Compa	rative D	ata	
	F	Previou	s Fiscal	Year Da	ita	2017 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases	2012	2013	2014	2015	2016	31-Mar
may not equal total complaints filed.						
Appointment/Hire	7	5	3	1	3	3
Assignment of Duties	9	18	9	12	5	4
Awards	4	4	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	1
Disciplinary Action		•	•			
Demotion	1	0	0	0	0	0
Reprimand	2	6	0	2	1	1
Suspension	2	3	4	2	4	3
Removal	0	1	2	2	0	0
Duty Hours	0	1	0	1	0	0
Perf. Eval./ Appraisal	16	15	5	11	12	10
Examination/Test	0	1	0	0	0	0
Harassment	1	T				
Non-Sexual	46	52	23	24	27	16
Sexual	5	8	5	3	2	2
Medical Examination	0	0	0	0	1	0
Pay including overtime	0	2	1	2	1	3
Promotion/Non- Selection	16	19	6	13	7	14
Reassignment	l	<u> </u>	I	<u> </u>	<u> </u>	<u> </u>
Denied	0	0	1	0	1	1
Directed	6	3	0	4	0	1
Reasonable						
Accommodation Disability	9	7	6	5	6	8
Reinstatement	9	1	0	1	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0

Telework	0	0	0	0	4	4				
Termination	12	6	10	14	8	14				
Terms/Conditions of	12	-	10	14	0	14				
Employment	16	32	24	16	17	16				
Гime and Attendance	2	4	5	0	4	3				
Training	4	2	4	0	2	3				
Other		1				1				
			Compa	rative D	ata					
Processing Time	F	Previou	s Fiscal	Year Da	ıta	2017 Thru				
	2012	2013	2014	2015	2016	31-Mar				
Complaints pending d	uring fi	scal yea	ar	<u> </u>	<u> </u>					
Average number of days in investigation	362	376	425	605	566.8	639.07				
Average number of days in final action	169	220	98.85	79.4	157.8	135.52				
Complaint pending du	ring fis	cal yea	r where	hearing	was red	uested				
Average number of days in investigation	357	378	390.4	599	590.2	717.2				
Average number of days in final action	23.1	114	41.38	39.4	69.5	63.62				
Complaint pending du	ıring fis	cal vea	r where	hearing	was no	t				
Average number of										
lays in investigation	370	375	455.3	613	545.6	548.92				
verage number of lays in final action	289	300	138.3	129	246.1	315.67				
-		1	Compa	rative D	ata	•				
Complaints	<u> </u>		•			2017				
Dismissed by Agency	F	Previou	s Fiscal	Year Da	ıta	2017 Thru				
	2012	2013	2014	2015	2016	31-Mar				
Fotal Complaints Dismissed by Agency	7	10	9	8	2	6				
Average days pending prior to dismissal	278	140	201	213	126	410				
Compla	nts Wit	thdraw	n by Co	mplaina	ents					
Total Complaints Withdrawn by	14	11	8	11	4	9				
Complainants	<u> </u>									
Takal Plant 6					Co	omparativ	e Data	9		
Total Final Agency										
Actions Finding						_				
Actions Finding Discrimination				Prev	ious Fisc	al Year Da	ata			
Actions Finding Discrimination	20	12	20:			al Year Da		15	20	16

Total Number			_									
Findings	1		2		0		3		1		3	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	33
With Hearing	1	100	2	100	0	0	3	100	1	100	2	67
Findings of Discrimination Rendered by Basis				Previ		omparativ		a				017 Thru
Note: Complaints can be filed alleging multiple bases.	20	12	20	13	20)14	20)15	20:	16	31	-Mar
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		2		1		3	
Race	0	0	0	0	0	0	2	100	0	0	1	33
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	1	100	0	0	0	0	1	50	0	0	1	33
Sex	0	0	1	50	0	0	1	50	1	100	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	1	50	0	0	0	0
Disability	0	0	1	50	0	0	0	0	0	0	1	33
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	1		1		0		2		1		2	
Race	0	0	0	0	0	0	2	100	0	0	1	50
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	1	100	0	0	0	0	1	50	0	0	1	50
Sex	0	0	1	100	0	0	1	50	1	100	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	1	50	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
							<u> </u>			<u>'</u>		
Findings Without	0		1		0		0		_		1	
Hearing	U		1		0		"		0		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	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	1	100	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	0	0	0	0	0	0	0	0	0	0
					Ca		o Dot			<u> </u>		
Findings of					Cc	mparativ	e Dat	a				
Discrimination				Previous Fiscal Year Data						2017		
Rendered by Issue				2013 2014 2015 2016						Thru 31-Mar		
nendered by 155de	20			# % # % # % # % # %								
Total Novelean	#	%	#	# % # % # % # %					#	%		
Total Number	1		2		0		2		1		3	
Findings			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	0	0	0	0	0	0	0	0	0	0	0	0
Time/Perm Status	U	U	O	U	U	U	U	U	U	U	U	U
Disciplinary Action				1			•		1			
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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	0	0	1	100	0	0
Sexual	0	0	1	50	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including				1			1		i	1	1	

Promotion/Non-	1	100	0	0	0	0	1	F0	_		_	67
Selection	1	100	0	0	0	0	1	50	0	0	2	67
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	0	0	0	0	0	0	0	0	0	0	1	33
Disability												
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious	0	0	0	0	0	0	0	0	0	0	0	0
Accommodation	O	U	0	0	0	O	U	U	U	U	Ü	O
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	1	50	0	0	1	50	0	0	0	0
Terms/Conditions of	0	0	0	0	0	0	0	0	0	0	0	0
Employment	0	U	O	O	O	U	U	U	U	U	U	O
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	1		1		0		2		1		2	
Hearing	1		1		O				1			
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											I	
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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment				·							·	
Non-Sexual	1	100	0	0	0	0	0	0	1	100	0	0
Sexual	0	0	1	100	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	1	50	0	0	2	100
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	0	0	0	0	0	0	0	0	0	0	0	0
Disability												
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	50	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	0		1		0		0		0		1	
Hearing	0		1		O		0		O			
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
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-	0	0	0	0	0	0	0	0	0	0	0	0
Selection	0	U	U	U	O	J	U	O	O	U	0	O
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	1	100
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	1	100	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		-	-	-			-			-	-	

Pending Complaints Filed in Previous			Compai	rative D	ata	
Fiscal Years by Status	F	Previou	s Fiscal	Year Da	ita	2017 Thru
	2012	2013	2014	2015	2016	31-Mar
Total complaints						
from previous Fiscal	253	142	178	183	198	217
Years						
Total Complainants	245	140	174	179	194	215
Number complaints p	ending					
Investigation	11	36	45	42	53	106
ROI issued, pending	4	3	7	3	1	2
Complainant's action			,		_	_
Hearing	98	82	98	103	94	91
Final Agency Action	38	19	24	31	36	16
Appeal with EEOC Office of Federal Operations	134	179	192	76	192	193

			Compa	rative D	ata	
Complaint Investigations	F	Previou	s Fiscal	Year Da	ita	2017 Thru
	2012	2013	2014	2015	2016	31-Mar
Pending Complaints Where Investigations Exceed Required Time Frames	48	75	68	67	83	140