

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: FEMA (and below)

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Sep
	2012	2013	2014	2015	2016	
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
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Sep
	2012	2013	2014	2015	2016	
<p><i>Note:</i> <i>Complaints can be filed alleging multiple bases.</i></p> <p><i>The sum of the bases may not equal total complaints filed.</i></p>						
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	Comparative Data					
	Previous Fiscal Year Data					2017 Thru
<p><b>Note:</b>  <i>Complaints can be filed alleging multiple bases.</i></p> <p><i>The sum of the bases may not equal total complaints filed.</i></p>	2012	2013	2014	2015	2016	30-Sep
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
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 Employment	16	32	24	16	17	16
Time and Attendance	2	4	5	0	4	3
Training	4	2	4	0	2	3
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 30-Sep</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Complaints pending during fiscal year						
Average number of days in investigation	361.81	376.14	425.02	604.78	566.79	639.07
Average number of days in final action	168.55	219.86	98.85	79.37	157.78	135.52
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	356.81	377.66	390.38	599.46	590.21	717.2
Average number of days in final action	23.05	113.61	41.38	39.38	69.5	63.62
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	370.14	374.79	455.25	612.77	545.56	548.92

Average number of days in final action	288.74	299.98	138.26	128.76	246.05	315.67
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<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 30-Sep</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	

Total Complaints Dismissed by Agency	7	10	9	8	2	6
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Average days pending prior to dismissal	278	140	201	213	126	410
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**Complaints Withdrawn by Complainants**

Total Complaints Withdrawn by Complainants	14	11	8	11	4	9
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<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017 Thru 30-Sep</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>

Total Number Findings	1		2		0		3		1		3	
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Without Hearing	0	0	0	0	0	0	0	0	0	0	1	33
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With Hearing	1	100	2	100	0	0	3	100	1	100	2	67
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<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017 Thru</b>	





Promotion/Non-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 Disability	0	0	0	0	0	0	0	0	0	0	1	33
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	50	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												
<b>Findings After Hearing</b>	1		1		0		2		1		2	
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	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												





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-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	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												

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2017 Thru 30-Sep</b>
	<b>Previous Fiscal Year Data</b>						
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>		

Total complaints from previous Fiscal Years	253	142	178	183	198	217
Total Complainants	245	140	174	179	194	215
<b>Number complaints pending</b>						
Investigation	11	36	45	42	53	106
ROI issued, pending Complainant's action	4	3	7	3	1	2
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
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 30-Sep</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	48	75	68	67	83	140