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

FEMA (and below)

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

			Compara	ative Data	a	
Complaint Activity			2017 Thru			
_	2012	2013	2014	2015	2016	30-Sep
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			Compara	ative Data	a	
Basis		Previou	ıs Fiscal Y	ear Data		2017 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	30-Sep
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	Comparative Data									
Issue		Previous Fiscal Year Data								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	30-Sep				
Appointment/Hi re	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 Actio			_							
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/Tes t	0	1	0	0	0	0				
Harassment										
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	<u> </u>	1	<u>I</u>	<u> </u>	<u> </u>	1				
Denied	0	0	1	0	1	1				
Directed	6	3	0	4	0	1				
			l .							

Processing Time 2012 2013 2014 2015 2016 30-Set Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in investigation Average number of days in investigation Average number	Poscopable						
Religious Accommodation O	Accommodation	9	7	6	5	6	8
Retirement 1	Reinstatement	9	1	0	1	0	0
Sex-Stereotyping 0	•	0	0	0	0	0	0
Telework 0 0 0 0 0 4 4 Termination 12 6 10 14 8 14 Terms/Conditio ns of 16 32 24 16 17 16 Employment	Retirement	1	0	0	0	0	1
Termination 12 6 10 14 8 14	Sex-Stereotyping	0	0	0	0	0	0
Terms/Conditio 16 32 24 16 17 16	Telework	0	0	0	0	4	4
No. of 16 32 24 16 17 16	Termination	12	6	10	14	8	14
Attendance 2 4 5 0 4 3 Training 4 2 4 0 2 3 Other Comparative Data	ns of Employment	16	32	24	16	17	16
Other Processing Time Previous Fiscal Year Data Comparative Data Previous Fiscal Year Data Thru 2012 2013 2014 2015 2016 30-Se Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation		2	4	5	0	4	3
Comparative Data Previous Fiscal Year Data 2017 Thru 2012 2013 2014 2015 2016 30-Se Complaints pending during fiscal year Average number of days in final action 361.81 376.14 425.02 604.78 566.79 639.0 Average number of days in investigation 356.81 377.66 390.38 599.46 590.21 717.5 Average number of days in investigation 356.81 377.66 390.38 599.46 590.21 717.5	Training	4	2	4	0	2	3
Processing Time Previous Fiscal Year Data 2017 Thru 2012 2013 2014 2015 2016 30-Set Complaints pending during fiscal year Average number of days in investigation 361.81 376.14 425.02 604.78 566.79 639.0 Average number of days in investigation 168.55 219.86 98.85 79.37 157.78 135.5 Complaint pending during fiscal year where hearing was requested Average number of days in investigation 356.81 377.66 390.38 599.46 590.21 717.5 Average number Average number 356.81 377.66 390.38 599.46 590.21 717.5	Other						
Previous Fiscal Year Data				Compara	ative Data	9	_
Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in 356.81 377.66 390.38 599.46 590.21 717.5	Processing Time		Previou	ıs Fiscal Y	ear Data		2017 Thru
Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in 356.81 377.66 390.38 599.46 590.21 717.5		_			2015	2016	30-Sep
of days in investigation 361.81 376.14 425.02 604.78 566.79 639.00 Average number of days in final action 168.55 219.86 98.85 79.37 157.78 135.5 Complaint pending during fiscal year where hearing was requested Average number of days in investigation 356.81 377.66 390.38 599.46 590.21 717.5 Average number 356.81 377.66 390.38 599.46 590.21 717.5	Complaints pendi	ng during					
of days in final action 168.55 219.86 98.85 79.37 157.78 135.5 219.86 P8.85 19.86 P8.85 19.85 19.86 P8.85 19.86 P8.85 19.8		116 4411116	tiscal yea	r		1	ī
Average number of days in investigation 356.81 377.66 390.38 599.46 590.21 717.6 Average number 356.81 377.66 390.38 599.46 590.21 717.6	Average number of days in				604.78	566.79	639.07
Average number of days in investigation 356.81 377.66 390.38 599.46 590.21 717.6 Average number 356.81 377.66 390.38 599.46 590.21 717.6	Average number of days in investigation Average number of days in final action	361.81 168.55	376.14	425.02 98.85	79.37	157.78	135.52
	Average number of days in investigation Average number of days in final action	361.81 168.55	376.14	425.02 98.85	79.37	157.78	135.52
action	Average number of days in investigation Average number of days in final action Complaint pendin Average number of days in	361.81 168.55 g during	376.14 219.86 fiscal year	425.02 98.85 where he	79.37 aring was	157.78 s requested	135.52
Complaint pending during fiscal year where hearing was not requested	Average number of days in investigation Average number of days in final action Complaint pendin Average number of days in investigation Average number of days in investigation Average number of days in final action	361.81 168.55 g during 356.81 23.05	376.14 219.86 fiscal year 377.66	425.02 98.85 where he 390.38	79.37 aring was 599.46 39.38	157.78 5 requested 590.21 69.5	135.52 717.2 63.62
Average number of days in 370.14 374.79 455.25 612.77 545.56 548.9 370.14 374.79	Average number of days in investigation Average number of days in final action Complaint pendin Average number of days in investigation Average number of days in investigation Average number of days in final action	361.81 168.55 g during 356.81 23.05	376.14 219.86 fiscal year 377.66	425.02 98.85 where he 390.38	79.37 aring was 599.46 39.38	157.78 5 requested 590.21 69.5	135.52 717.2 63.62

Average number of days in final action	288.74	299.98	138.26	128.76	246.05	315.67						
Complaints			Compara	ative Data	a	•						
Dismissed by Agency		Previou	ıs Fiscal Y	ear Data		2017 Thru						
,	2012	2013	2014	2015	2016	30-Sep						
Total Complaints Dismissed by Agency	7	10	9	8	2	6						
Average days pending prior to dismissal	278	140	201	213	126	410						
	Complain	ts Withdra	awn by Co	omplaina '	nts	<u> </u>						
Total Complaints Withdrawn by Complainants	14	11	8	11	4	9						
Total Final Agency Actions					Comparati	ve Data						
Finding			ı	Previous I	Fiscal Year	Data					201 Thi	
Discrimination)12		13	20:			15	20:	_	30-S	
-	#	%	#	%	#	%	#	%	#	%	#	%
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					Comparati	ve Data						
Basis			ı	Previous I	Fiscal Year	Data					201 Thi	

Note: Complaints can be filed alleging multiple bases.	20	012	20	13	201	14	20	15	20:	16	30-5	Sep
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
Findings Without	0		1		0		0		0		1	
Hearing												
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

Findings of Discrimination Rendered by

Comparative Data

Issue		Previous Fiscal Year Data										l7 ru
	20	012	20	13	201	L4	20	15	20:	16	30-S	Sep .
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		2		1		3	
Appointment/Hi re	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	ı	•		•			•					•
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/Tes t	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 overtime	0	0	0	0	0	0	0	0	0	0	0	0

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 0 0 0 0 0 0 0	Dramatian/Non					I	1						
Reasignment	Promotion/Non-	1	100	0	0	0	0	1	50	0	0	2	67
Denied													
Directed O O O O O O O O O		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 0 1 333 33													
Accommodation 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 33 3 Disability Reinstatement 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0								+					
Disability Reinstatement O O O O O O O O O		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 0 0 0 0 0 0 0													
Retirement 0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement 0	Poligious												
Retirement 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	_	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping 0													
Telework	Retirement	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 0 0 0 0 0 0 0	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of 0 0 0 0 0 0 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
Semployment	Termination	0	0	1	50	0	0	1	50	0	0	0	0
Employment Time and Attendance 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Terms/Conditio												
Time and Attendance 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ns of	0	0	0	0	0	0	0	0	0	0	0	0
Attendance	Employment												
Attendance	Time and	0	0	0	0	0	0	0	0	0	0	0	0
Time Perms Perms	Attendance		U	U			U	U	Ů	Ü	U		
Findings After Hearing 1 1 1 0 0 2 1 1 2 2 Appointment/Hi re	Training	_	0	0	0	0	0	0	0	0	0	0	0
Hearing	Other - User Defir	ne											
Hearing	Findings After												
re	Hearing	1		1		0		2		1		2	
Assignment of Duties Awards O O O O O O O O O O O O O	· ·	0	0	0	0	0	0	0	0	0	0	0	0
Duties 0 <td>_</td> <td></td>	_												
Awards 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	_	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0	0	0	0	0	0	0	0	0	0	0	0
Full Time/Perm Status 0		-		-				<u> </u>					
Status Disciplinary Action Demotion O O O O O O O O O		0	0	0	0	0	0	0	0	0	0	0	0
Demotion 0<	Status												
Reprimand 0		n	<u> </u>			<u> </u>	1	1					
Suspension 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Removal 0 </td <td>Reprimand</td> <td>0</td>	Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours 0	Suspension	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 Examination/Tes t 0	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Appraisal 0 0 0 0 0 0 0 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
Examination/Tes 0	Perf. Eval./	0	0	0	0	0	0	1	E0	0	0	Λ	0
t	Appraisal	U	U	<u> </u>	<u> </u>	U	U		30	U	U	U	U
	Examination/Tes t	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	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				I.		I	I				l	
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	1	50	0	0	0	0
Terms/Conditio ns 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 Defir	ne											
Findings Without Hearing	0		1		0		0		0		1	
Appointment/Hi re	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./	0	_	_	_	_	_	_			0	_	0
Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Tes t	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	0	0	0	0	0	0	0	0	0	0	0	0
Examination	U	0	0			U	0	"	"	U	U	U
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	U	U	0	0	0	U	0	U	"	U	U	U
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	100
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	1	100	0	0	0	0	0	0	0	0
Terms/Conditio												
ns of	0	0	0	0	0	0	0	0	0	0	0	0
Employment												
Time and	0	0	0	_	0	0	_	_	_	0	_	
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
	1	<u> </u>			<u> </u>		-					•

Pending Complaints Filed in Previous			Compara	ative Data	1	
Fiscal Years by Status		Previou	ıs Fiscal Y	ear Data		2017 Thru
213.00.0	2012	2013	2014	2015	2016	30-Sep

Other - User Define

Total complaints						
from previous Fiscal Years	253	142	178	183	198	217
Total Complainants	245	140	174	179	194	215
Number complain			1	1		
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
			Compara	ative Data)	
Complaint Investigations		Previou	s Fiscal Y	ear Data		2017 Thru
	2012	2013	2014	2015	2016	30-Sep
Pending Complaints Where Investigations Exceed Required Time Frames	48	75	68	67	83	140