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

## FEMA (and below)

For 1st Quarter 2019 for period ending December 31, 2018

		Co	mparativ	e Data	1	
Complaint Activity	ı	Previous F	iscal Yea	r Data		2019 Thru
	2014	2015	2016	2017	2018	31-Dec
Number of Complaints Filed	78	82	85	85	165	165
Number of Complainants	78	81	85	84	163	163
Repeat Filers	0	1	0	1	2	2
Complaints by		Co	mparativ	e Data	1	
Basis	ı	Previous F	iscal Yea	r Data		2019 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	31-Dec
Race	26	26	22	30	62	62
Color	3	9	9	8	22	22
Religion	2	4	2	3	2	2
Reprisal	45	33	30	30	64	64
Sex	24	21	23	31	58	58
PDA	0	0	1	0	1	1
National Origin	9	6	15	12	17	17
Equal Pay Act	1	0	0	0	0	0
Age	13	25	20	20	45	45
Disability	20	20	30	25	50	50
Genetics	0	1	1	0	1	1
Non-EEO	2	4	3	5	15	15

Complaints by						
Complaints by Issue	F	Previous F	iscal Yea	r Data		2019 Thru
Note: Complaints can be filed alleging multiple bases.  The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	31-Dec
Appointment/H ire	3	1	3	3	13	13
Assignment of Duties	9	12	5	4	6	6
Awards	1	1	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Acti						
Demotion	0	0	0	0	1	1
Reprimand	0	2	1	1	3	3
Suspension	4	2	4	3	1	1
Removal	2	2	0	0	1	1
Duty Hours	0	1	0	0	0	0
Perf. Eval./ Appraisal	5	11	12	10	14	14
Examination/Te st	0	0	0	0	0	0
Harassment	22	2.4	27	1 40	47	47
Non-Sexual	23	24	27	16	47	47
Sexual	5	3	2	2	16	16
Medical Examination	0	0	1	0	1	1
Pay including overtime	1	2	1	3	1	1
Promotion/No n-Selection	6	13	7	14	13	13
Reassignment				1		
Denied	1	0	1	1	2	2
Directed	0	4	0	1	0	0

Reasonable Accommodatio n Disability	6	5	6	8	6	6
Reinstatement	0	1	0	0	1	1
Religious Accommodatio	0	0	0	0	1	1
Retirement	0	0	0	1	0	0
Sex- Stereotyping	0	0	0	0	0	0
Telework	0	0	4	4	3	3
Termination	10	14	8	14	25	25
Terms/Conditio ns of Employment	24	16	17	16	50	50
Time and Attendance	5	0	4	3	3	3
Training	4	0	2	3	7	7
Other	1					
_		Со	mparativ	e Data	9	
Processing 	F	Previous F	iscal Yea	r Data		2019
Time	2011	2045	2016	1004=	2010	Thru
Complaints pend	2014	2015	2016	2017	2018	31-Dec
Average number of days in investigation	425.02	604.78	566.8	639	631.5	631.52
Average number of days in final action	98.85	79.37	157.8	136	107	106.96
Complaint pendi	ng during	fiscal year	where h	earing	was requ	uested
Average number of days in investigation	390.38	599.46	590.2	717	501.5	501.53
Average number of days in final	41.38	39.38	69.5	63.6	64.6	64.6

Average number of days in investigation	455.25	612.77	545.6	549	719.8	719.78
Average number of days in final action	138.26	128.76	246.1	316	159.9	159.92
Complaints		Co	mparativ	e Data	9	
Dismissed by Agency	ı	Previous F	iscal Yea	r Data		2019 Thru
	2014	2015	2016	2017	2018	31-Dec
Total Complaints Dismissed by Agency	9	8	2	6	3	3
Average days pending prior to dismissal	201	213	126	410	181	181
Co	mplaints \	Withdraw	n by Con	plaina	nts	
Total Complaints Withdrawn by Complainants	8	11	4	9	12	12

Total Final					Com	parative	Data					
Agency Actions Finding			Pr	evious	Fiscal Ye	ear Data						2019 Thru
Discrimination	20	14	201	5	20	16	20	17	201	8	3	1-Dec
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		3		0		0	
Without Hearing	0	0	0	0	0	0	1	33	0	0	0	0
With Hearing	0	0	3	100	1	100	2	67	0	0	0	0

Findings of Discrimination Rendered by Basis		Comparative Data  Previous Fiscal Year Data  2019										
Note: Complaints can be filed alleging multiple bases.	ote: omplaints in be filed 2014 leging			.5		)16	20	17	2018		Thru 31-Dec	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		0		0	
Race	0	0	2	100	0	0	1	33	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	1	50	0	0	1	33	0	0	0	0
Sex	0	0	1	50	1	100	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	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	33	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 After Hearing	0		2		1		2		0		0	
Race	0	0	2	100	0	0	1	50	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	1	50	0	0	1	50	0	0	0	0
Sex	0	0	1	50	1	100	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	1	50	0	0	0	0	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	1											
Without	0		0		0		1		0		0	
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	0	0	0	0	1	100	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 of					Com	parative	Data					
Findings of Discrimination											•	2019
Rendered by			Pr	evious	Fiscal Ye	ear Data						Thru
Issue	20	14	201	5	20	4.6	20	17	201	R		1-Dec
	#					16				•	_	
Total Number	ıT	%	#	%	#	% %	#	%	#	%	#	%
Findings	0	%	2	%	1		# 3	%	# 0			%
Appointment/H ire		0		0				0			#	0
Appointment/H	0		2		1	%	3		0	%	# 0	
Appointment/H ire Assignment of	0	0	0	0	0	0	3	0	0	0	0 0	0
Appointment/H ire Assignment of Duties	0 0	0	0 0	0	0 0	0 0	3 0 0	0	0 0 0	0 0	# 0 0	0
Appointment/H ire Assignment of Duties Awards	0 0	0	0 0	0	0 0	0 0	3 0 0	0	0 0 0	0 0	# 0 0	0
Appointment/H ire Assignment of Duties Awards Conversion to Full Time/Perm Status	0 0 0 0	0 0 0	2 0 0	0 0	1 0 0	0 0	3 0 0	0 0	0 0 0	0 0	# 0 0 0	0 0
Appointment/H ire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action	0 0 0 0	0 0 0	2 0 0 0	0 0 0	1 0 0 0	0 0 0	3 0 0 0	0 0 0	0 0 0 0	0 0 0	# 0 0 0 0	0 0 0 0
Appointment/H ire  Assignment of Duties  Awards  Conversion to Full Time/Perm Status  Disciplinary Action	0 0 0 0	0 0 0	2 0 0 0	0 0 0	1 0 0 0	0 0 0	3 0 0 0	0 0 0	0 0 0 0	0 0 0	# 0 0 0 0	0 0 0
Appointment/H ire  Assignment of Duties  Awards  Conversion to Full Time/Perm Status  Disciplinary Action Demotion Reprimand	0 0 0 0 0	0 0 0 0	2 0 0 0	0 0 0	1 0 0 0 0	% 0 0 0 0	3 0 0 0	0 0 0	0 0 0 0 0	0 0 0	# 0 0 0 0	0 0 0 0
Appointment/H ire  Assignment of Duties  Awards  Conversion to Full Time/Perm Status  Disciplinary Action Demotion Reprimand Suspension	0 0 0 0 0	0 0 0 0	2 0 0 0 0	0 0 0 0	1 0 0 0 0	% 0 0 0 0	3 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
Appointment/H ire  Assignment of Duties  Awards  Conversion to Full Time/Perm Status  Disciplinary Action Demotion Reprimand Suspension Removal	0 0 0 0 0 0	0 0 0 0	2 0 0 0 0	0 0 0 0	1 0 0 0 0	% 0 0 0 0	3 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
Appointment/H ire  Assignment of Duties  Awards  Conversion to Full Time/Perm Status  Disciplinary Action Demotion  Reprimand Suspension	0 0 0 0 0	0 0 0 0	2 0 0 0 0	0 0 0 0	1 0 0 0 0	% 0 0 0 0	3 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

Examination/Te												
st	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		<u> </u>		<u> </u>	<u>l</u>		<u> </u>	I .				
Non-Sexual	0	0	0	0	1	100	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												Ů
Pay including	0	0	0	0	0	0	0	0	0	0	0	0
overtime Promotion/No												
n-Selection	0	0	1	50	0	0	2	67	0	0	0	0
Reassignment										<u> </u>		
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												
Accommodatio n Disability	0	0	0	0	0	0	1	33	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious												
Accommodatio	0	0	0	0	0	0	0	0	0	0	0	0
n												
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	0	0	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 Defi	ne											
					ı						ı	
Findings After Hearing	0		2		1		2		0		0	
Appointment/H ire	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	0	0	0	0	0	0	0	0	0	0	0	0
Status												
Disciplinary Action		T -	•	l _	-			_	_	l _	_	
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	1	50	0	0	0	0	0	0	0	0
Appraisal												
Examination/Te st	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	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/No		_										
n-Selection	0	0	1	50	0	0	2	100	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 Accommodatio	0	0	0	0	0	0	0	0	0	0	0	0
n Disability Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious	0			0	U	U	_		0			0
Accommodatio	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	0	0	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 Defi	ne											
Findings Without Hearing	0		0		0		1		0		0	
Appointment/H ire	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	0	0	0	0	0	0	0	0	0	0	0	0
Status												
Disciplinary Action	n					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./	0	_	_			_						0
Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Te	0	_	_	_	0	_			0		0	0
st	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	0	U	U	U	O	U	U	U		U	O	O
Pay including	0	0	0	0	0	0	0	0	0	0	0	0
overtime	O	U	U	U	O	U	U	U	U	U	O	O
Promotion/No	0	0	0	0	0	0	0	0	0	0	0	0
n-Selection	U			U	U	Ü		U			U	U
Reassignment			•			T					1	
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												
Accommodatio	0	0	0	0	0	0	1	100	0	0	0	0
n Disability												
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious												
Accommodatio	0	0	0	0	0	0	0	0	0	0	0	0
n												
Retirement	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
Stereotyping												
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/Conditio												
ns of	0	0	0	0	0	0	0	0	0	0	0	0
Employment												
Time and	0	0	0	0	0	0	0	0	0	0	0	0
Attendance	U			U		Ŭ .	J	U	U		U	U
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defi	ne											

178	Pending Complaints Filed in		Co	mparativ	ve Data	a													
Total   Complaints   From previous   Total   Complaints   Total   Complainants   Total   Complainant   Total   Tota		Previous Fiscal Year Data										Previous Fiscal Year Data							
178	-	2014	2015	2016	2017	2018	31-Dec												
174   179   194   215   220   220	Total complaints from previous Fiscal Years	178	183	198	217	223	223												
Investigation	Total Complainants			194	215	220	220												
ROI issued, pending Complainant 's action	Number complai	ints pendi	ng	Ī	1	ī	1												
pending Complainant 's action         7         3         1         2         10         10           Hearing Hearing Station         98         103         94         91         102         102           Final Agency Action         24         31         36         16         48         48           Appeal with EEOC Office of Federal Operations         192         76         192         193         198         198           Complaint Investigations         Comparative Data           Previous Fiscal Year Data         2019 Thru           31-Dec           Pending Complaints Where Investigations         68         67         83         140         92         92	Investigation	45	42	53	106	44	44												
Final Agency Action	pending Complainant	7	3	1	2	10	10												
Action	Hearing	98	103	94	91	102	102												
192   76   192   193   198   198   198   198		24	31	36	16	48	48												
Previous Fiscal Year Data   2019   Thru   2014   2015   2016   2017   2018   31-Dec   Pending   Complaints   Where   Investigations   68   67   83   140   92   92	EEOC Office of Federal	192	76	192	193	198	198												
Thru   2014   2015   2016   2017   2018   31-Dec			Co	mparativ	e Data	9	-												
Pending Complaints Where Investigations 68 67 83 140 92 92	-	ı	Previous F	iscal Yea	r Data														
Complaints         Where         140         92         92		2014	2015	2016	2017	2018	31-Dec												
Required Time	Pending Complaints Where Investigations Exceed Required Time Frames	68	67	83	140	92	92												