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

FEMA (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

		Cor	nparati	ve Dat	a	
Complaint Activity	Pi	revious Fi	scal Ye	ar Data	1	2019 Thru
•	2014	2015	2016	2017	2018	31-Mar
Number of Complaints Filed	78	82	85	85	165	108
Number of Complainants	78	81	85	84	163	104
Repeat Filers	0	1	0	1	2	4
Complaints by		Cor	nparati	ve Dat	a	
Basis	Pi	revious Fi	scal Ye	ar Data	1	2019 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints	2014	2015	2016	2017	2018	31-Mar
filed. Race	26	26	22	30	62	38
Color	3	9	9	8	22	6
Religion	2	4	2	3	2	1
Reprisal	45	33	30	30	64	41
Sex	24	21	23	31	58	42
PDA	0	0	1	0	1	3
National Origin	9	6	15	12	17	6
Equal Pay Act	1	0	0	0	0	0
Age	13	25	20	20	45	24
Disability	20	20	30	25	50	28
Genetics	0	1	1	0	1	0
Non-EEO	2	4	3	5	15	6
Complaints by		Cor	nparati	ve Dat	a	

Issue	Pi	revious Fi	scal Yea	ar 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-Mar
Appointment/H ire	3	1	3	3	13	7
Assignment of Duties	9	12	5	4	6	7
Awards	1	1	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Action		T	1	1		T
Demotion	0	0	0	0	1	3
Reprimand	0	2	1	1	3	1
Suspension	4	2	4	3	1	1
Removal	2	2	0	0	1	1
Duty Hours	0	1	0	0	0	1
Perf. Eval./ Appraisal	5	11	12	10	14	10
Examination/Te st	0	0	0	0	0	0
Harassment			Ī	T		
Non-Sexual	23	24	27	16	47	39
Sexual	5	3	2	2	16	5
Medical Examination	0	0	1	0	1	0
Pay including overtime	1	2	1	3	1	2
Promotion/Non- Selection	6	13	7	14	13	12
Reassignment						
Denied	1	0	1	1	2	2
Directed	0	4	0	1	0	1
Reasonable Accommodatio n Disability	6	5	6	8	6	7
Reinstatement	0	1	0	0	1	0

Religious Accommodatio	0	0	0	0	1	0
n						
Retirement	0	0	0	1	0	0
Sex- Stereotyping	0	0	0	0	0	0
Telework	0	0	4	4	3	2
Termination	10	14	8	14	25	10
Terms/Conditio						
ns of	24	16	17	16	50	25
Employment						
Time and	5	0	4	3	3	2
Attendance	י	O	4	3	5	2
Training	4	0	2	3	7	1
Other						
		Cor	nparati	ve Dat	a	1
Processing Time	Pr	evious Fi	scal Yea	ar Data		2019 Thru
	2014	2015	2016	2017	2018	31-Mar
Complaints pend	ing during	fiscal yea	r			
Average number						
of days in	425.02	604.78	567	639	631.5	482
investigation						
Average number						
of days in final	98.85	79.37	158	136	107	210.8
action			<u> </u>			
Complaint pendir	ng during t	iscal year	where	hearin	g was red	quested
Average number	200.00	500.46	500		504.5	440.7
of days in	390.38	599.46	590	717	501.5	410.7
investigation						
Average number	41 20	20.20	60 F	62.6	64.6	150
of days in final action	41.38	39.38	69.5	63.6	64.6	150
Complaint pendir	l na durina f	iscal vear	where	hearing	was no	<u> </u>
Average number	ig during i	iscai ycai	WITCIC		Was no	
of days in	455.25	612.77	546	549	719.8	510.8
investigation	133123	012.77	3.0		, 13.0	310.0
Average number of days in final action	138.26	128.76	246	316	159.9	263.5

Complaints		Cor	mparati	ve Dat	a							
Dismissed by Agency	Pr	revious Fi	scal Ye	ar Data	ı	2019 Thru						
	2014	2015	2016	2017	2018	31-Mar						
Total Complaints Dismissed by Agency	9	8	2	6	3	6						
Average days pending prior to dismissal	201	213	126	410	181	210						
	nplaints W	ithdrawn	by Cor	nplaina	ants	1						
Total Complaints Withdrawn by Complainants	8	11	4	9	12	19						
Total Final Agency Actions					Compara	ative Dat	а					
Finding			Prev	ious Fi	scal Yea	r Data						019
Discrimination	201	14	20	15	20	16	201	7	2	2018	4	hru -Mar
	#	%	#	- %	#	% %	#	%	#	%	#	%
Total Number Findings	0		3		1		3		0		2	
Without Hearing	0	0	0	0	0	0	1	#	0	0	2	100
With Hearing	0	0	3	100	1	100	2	#	0	0	0	0
Findings of Discrimination Rendered by					Compara	ative Dat	a					
Basis			Prev	ious Fi	scal Yea	r Data						019 hru
Note: Complaints can be filed alleging multiple bases.	201	14	20	15	20	16	201	.7	2	2018		-Mar
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		0		3	
Race	0	0	2	100	0	0	1	#	0	0	1	33

Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability Genetics Non-EEO Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0 0 1 1 0 0 0 0 1 0 0 0	0 0 50 50 0 0 0 50 0 0 0	0 0 0 1 0 0 0 0 0 0 0	0 0 0 100 0 0 0 0 0	0 0 1 0 0 0 0 0 0 0 1 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 0 1 0 0 0 0 0 1 0	0 0 33 0 0 0 0 0 33 0
Reprisal Sex PDA National Origin Equal Pay Act Age Disability Genetics Non-EEO Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	1 0 0 0 1 0 0 0 2 2 2 0 0 1 1	50 50 0 0 0 50 0 0 0 100 0	0 1 0 0 0 0 0 0 0	0 100 0 0 0 0 0 0	1 0 0 0 0 0 1 0 0	# 0 0 0 0 0 0 0 0 4 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	1 0 0 0 0 0 1 0 0	33 0 0 0 0 0 0 33 0
Sex PDA National Origin Equal Pay Act Age Disability Genetics Non-EEO Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	1 0 0 0 1 0 0 0 2 2 0 0 1 1	50 0 0 0 50 0 0 0	1 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0	0 0 0 0 0 1 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 1 0 0	0 0 0 0 0 33 0
PDA National Origin Equal Pay Act Age Disability Genetics Non-EEO Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 1 0 0 0 0 2 2 2 0 0 1 1	0 0 0 50 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 1 0 0	0 0 0 0 # 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 1 0 0	0 0 0 0 33 0
National Origin Equal Pay Act Age Disability Genetics Non-EEO Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 1 0 0 0 2 2 0 0 1	0 0 50 0 0 0 100 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 1 0 0	0 0 0 # 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 1 0 0	0 0 0 33 0 0
Equal Pay Act Age Disability Genetics Non-EEO Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 1 0 0 0 2 2 2 0 0 1	0 50 0 0 0 100 0	0 0 0 0 0	0 0 0 0 0	0 0 1 0 0	0 0 # 0 0	0 0 0 0 0	0 0 0 0 0	0 0 1 0 0	0 0 33 0 0
Age Disability Genetics Non-EEO Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	1 0 0 0 2 2 0 0 1	50 0 0 0 100 0	0 0 0 0	0 0 0 0	0 1 0 0 2 1	0 # 0 0	0 0 0 0	0 0 0 0	0 1 0 0	0 33 0 0
Disability Genetics Non-EEO Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 2 2 0 0 1 1	0 0 0 100 0	0 0 0 1 0	0 0 0	1 0 0	# 0 0 #	0 0 0	0 0 0	1 0 0	33 0 0
Genetics Non-EEO Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 2 2 0 0 1	100 0	0 0 1 0 0	0 0 0	0 0 2 1	0 0 #	0 0 0	0 0	0 0 1 0	0
Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0 0	0 0 0 0 0	0 2 2 0 0 1 1	100 0 0	0 1 0 0	0 0	2	0 #	0 0	0	1 0	0
Findings After Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0	0 0 0 0 0	2 2 0 0 1 1	100 0 0	1 0 0	0	2	#	0	0	1 0	
Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0	0 0 0 0	2 0 0 1 1	0	0	0	1	-	0		0	0
Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0	0 0 0 0	2 0 0 1 1	0	0	0	1	-	0		0	0
Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0 0	0 0 0 0	2 0 0 1 1	0	0	0	1	-	0		0	0
Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0 0	0 0 0 0	0 0 1 1	0	0	0		-				0
Religion Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0 0	0 0 0 0	0 1 1	0			0	\sim				_
Reprisal Sex PDA National Origin Equal Pay Act Age Disability	0 0 0 0	0 0 0	1		0			0	0	0	0	0
Sex PDA National Origin Equal Pay Act Age Disability	0 0 0	0	1	50		0	0	0	0	0	0	0
PDA National Origin Equal Pay Act Age Disability	0	0			0	0	1	#	0	0	1	100
National Origin Equal Pay Act Age Disability	0			50	1	100	0	0	0	0	0	0
Equal Pay Act Age Disability		_	0	0	0	0	0	0	0	0	0	0
Age Disability		0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	1	50	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
	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
			ı			1						
Findings												
	0		0		0		1		0		2	
Hearing												
Race	0	0	0	0	0	0	0	0	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	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
Ŭ	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	#	0	0	1	50
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	Comparative Data												
Discrimination Rendered by			Prev	vious Fi	scal Yea	r Data						019 hru	
Issue	20:	14	2015		2016		2017		2018		4	-Mar	
135000	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		1		3		0		3		
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 Status	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Actio		•	,	1	T	•						- -	
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	1	50	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>l</u>	<u>. </u>						<u>l</u>	
Non-Sexual	0	0	0	0	1	100	0	0	0	0	1	33	
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	1	50	0	0	2	#	0	0	0	0	
Reassignment					ı						ı	ı	
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	#	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	

_		Ĭ	1	1	ī	1		_	1		1	1
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	0	0	0	0	0	0	0	0	0	0	1	33
Employment												
Time and	0	0	0	0	0	0	0	0	0	0	0	0
Attendance	O	U	U	U	U	U	U	U	O	U	U	U
Training	0	0	0	0	0	0	0	0	0	0	1	33
Other - User Defi	ne											
Findings After Hearing	0		2		1		2		0		1	
Appointment/H	0	0	0	0	0	0	0	0	0	0	0	0
ire							Ŭ	Ľ				Ů
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 Actio	n		_									
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			_	30	Ŭ		Ŭ	Ŭ			Ŭ	Ŭ
Examination/Te st	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	<u> </u>											
Non-Sexual	0	0	0	0	1	100	0	0	0	0	1	100
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	U	U	U	U	U	Ů	Ü	U	U	U	U
Pay including	0	0	0	0	0	0	0	0	0	0	0	0
overtime	0			Ŭ	0		Ů	Ů	0	0	Ů	Ŭ
Promotion/Non-	0	0	1	50	0	0	2	#	0	0	0	0
Selection						<u> </u>		ľ				
Reassignment	-			T 6	I 6		I 6	٦	_			
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	0	0	0	0	0	0
	l	1		L	L	ı	1					

							Т_	- 1	_		_	
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
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	_		 				<u> </u>	Ť				
ns of	0	0	0	0	0	0	0	0	0	0	0	0
Employment			"	"			١	١	U	U		U
Time and												
	0	0	0	0	0	0	0	0	0	0	0	0
Attendance				_			_		_			
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defi	ne											
	l l				ı							
Findings											l .	
Without	0		0		0		1		0		2	
Hearing												
Appointment/H	0	0	0	0	0	0	0	0	0	0	0	0
ire			"	"	"		١	٥	U	U		U
Assignment of	0	0	_	0	0	_	_		0	0	0	0
Duties	0	0	0	0	0	0	0	0	0	0	0	U
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							ľ		Ŭ			ŭ
Disciplinary Actio	n	<u> </u>	<u> </u>			<u> </u>						
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
	0			0	0	0	0	0		0		0
Suspension		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	0	0	0	0	0	0	0	0	0
Appraisal								Ĺ	Ĭ		<u> </u>	
Examination/Te	0	0	0	0	0	0	0	0	0	0	0	0
st								L	J			
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
OVCI CITTIC		<u>l</u>		<u> </u>	<u> </u>	<u> </u>						

Promotion/Non-	0	0	0	0	0	0	0	0	_	0	0	0
Selection	U	U	0	U	U	U	U	U	0	0	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												
Accommodatio	0	0	0	0	0	0	1	#	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	U	0	"	U	U	U	0	١	U	"	U	U
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	1	50
Employment												
Time and	0	0	0	0	0	0	0	0	0	0	0	0
Attendance					U	U		U	U		U	U
Training	0	0	0	0	0	0	0	0	0	0	1	50
Other - User Defi	ne											

Pending Complaints Filed in	Comparative Data											
Previous Fiscal Years by Status	Pr	evious Fi	scal Yea	ar Data		2019 Thru						
	2014	2015	2016	2017	2018	31-Mar						
Total complaints from previous Fiscal Years	178	183	198	217	223	268						
Total Complainants	174	179	194	215	220	262						
Number complai	nts pendir	ng										
Investigation	45	42	53	106	44	17						
ROI issued, pending Complainant's action	7	3	1	2	10	20						
Hearing	98	103	94	91	102	137						
Final Agency Action	24	31	36	16	48	94						

Appeal with EEOC Office of Federal Operations	192	76	192	193	198	205	
Commistrat		Cor	nparati	ve Dat	а	2010	
Complaint Investigations	Pr	evious Fi	scal Yea	ar Data		2019 Thru	
	2014	2015	2016	2017	2018	31-Mar	
Pending Complaints Where Investigations Exceed Required Time Frames	68	67	83	140	92	29	