For 1st Quarter 2020 for period ending December 31, 2019

			Compara	ative Data		
Complaint Activity		Prev	rious Fiscal Y	ear Data		2020 Thru
	2015	2016	2017	2018	2019	31-Dec
Number of Complaints Filed	82	85	85	165	108	21
Number of Complainants	81	85	84	163	104	20
Repeat Filers	1	0	1	2	4	1
Complaints by			Compara	ative Data		T
Basis		Prev	vious Fiscal Y	ear Data		2020 Thru
Note: Complaints can be filed alleging multiple bases.	2015	2016	2017	2018	2019	31-Dec
The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	
Race	26	22	30	62	38	11
Color	9	9	8	22	6	7
Religion	4	2	3	2	1	0
Reprisal	33	30	30	64	41	8
Sex	21	23	31	58	42	10
PDA	0	1	0	1	3	0
National Origin	6	15	12	17	6	3
Equal Pay Act	0	0	0	0	0	0
Age	25	20	20	45	24	13
Disability	20	30	25	50	28	4
Genetics	1	1	0	1	0	1
Non-EEO	4	3	5	15	6	2

Complaints by Issue			Compara	ative Data		
155400		Prev	ious Fiscal Y	ear Data		2020 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	31-Dec
Appointment/Hire	1	3	3	13	7	7
Assignment of Duties	12	5	4	6	7	1
Awards	1	0	0	0	0	1
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action	ı	<u> </u>				
Demotion	0	0	0	1	3	0
Reprimand	2	1	1	3	1	1
Suspension	2	4	3	1	1	0
Removal	2	0	0	1	1	0
Duty Hours	1	0	0	0	1	0
Perf. Eval./ Appraisal	11	12	10	14	10	1
Examination/Test	0	0	0	0	0	0
Harassment						_
Non-Sexual	24	27	16	47	39	5
Sexual	3	2	2	16	5	0
Medical Examination	0	1	0	1	0	0
Pay including overtime	2	1	3	1	2	1
Promotion/Non- Selection	13	7	14	13	12	5
Reassignment				1		
Denied	0	1	1	2	2	0
Directed	4	0	1	0	1	0
Reasonable Accommodation Disability	5	6	8	6	7	0
Reinstatement	1	0	0	1	0	0
Religious Accommodation	0	0	0	1	0	0

Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	4	4	3	2	0
Termination	14	8	14	25	10	4
Terms/Conditions	16	17	16	Γ0	25	F
of Employment	16	17	16	50	25	5
Time and	0	4	3	3	2	1
Attendance	U	4	J	J	2	1
Training	0	2	3	7	1	0
Other						
			Compara	ative Data		
Processing Time		Prev	vious Fiscal Y	ear Data		2020 Thru
	2015	2016	2017	2018	2019	31-Dec
Complaints pending						
Average number of days in investigation	604.78	566.79	639.07	631.52	481.97	631.26
Average number of days in final action	79.37	157.78	135.52	106.96	210.77	108.85
Complaint pending of	luring fisc	al year wh	nere hearing	was requeste	d	
Average number of days in investigation	599.46	590.21	717.2	501.53	410.71	515.67
Average number of days in final action	39.38	69.5	63.62	64.6	150	61.9
Complaint pending of	luring fisc	al year wh	nere hearing	was not requ	ested	
Average number of days in investigation	612.77	545.56	548.92	719.78	510.79	665.26

Average number of days in final action	128.76	246.05	315.67	159.92	263.45	265.33						
Complaints			Compara	ative Data								
Dismissed by Agency		Prev	ious Fiscal Y	ear Data		2020 Thru						
,	2015	2016	2017	2018	2019	31-Dec						
Total Complaints Dismissed by Agency	8	2	6	3	6	4						
Average days pending prior to dismissal	213	126	410	181	210	600						
Complaints Withdra	wn by Co	mplainan	ts		ı	ı						
Total Complaints Withdrawn by Complainants	11	4	9	12	19	4						
Total Final Agency				Compar	ative Data							
Actions Finding			Pre	vious Fiscal \	ear Data							020 hru
Discrimination	20:	15	20	16	20	17	201	.8	20	019	4	-Dec
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		3		0		2		2	
Without Hearing	0	0	0	0	1	33	0	0	2	100	0	0
With Hearing	3	100	1	100	2	67	0	0	0	0	2	100

Findings of Discrimination				Compai	rative Data							
Rendered by Basis			Pre	vious Fiscal	Year Data							.020 Γhru
Note: Complaints can be filed alleging multiple bases.	20	15	20	16	20	17	20:	18	20	019	31	l-Dec
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		3		0		3		2	
Race	2	100	0	0	1	33	0	0	1	33	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	50	0	0	1	33	0	0	1	33	0	0
Sex	1	50	1	100	0	0	0	0	0	0	2	100
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	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	33	0	0	1	33	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
		ı								ı		
Findings After Hearing	2		1		2		0		1		2	
Race	2	100	0	0	1	50	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	1	50	0	0	1	50	0	0	1	100	0	0
Sex	1	50	1	100	0	0	0	0	0	0	2	100
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	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	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 Without	0		0		1		0		2		0	
Hearing	_											
Race	0	0	0	0	0	0	0	0	1	50	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	1	100	0	0	1	50	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
				Compar	ative Data							
Findings of			_								2	020
Discrimination			Pre	vious Fiscal \	ear Data							hru
Rendered by Issue	20	15	20	16	20:	17	201	L8	20)19	31	-Dec
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number	2		1		3		0		3		2	
Findings	2		1		0		0		ი		_	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of	0	0	0	0	0	0	0	0	0	0	0	0
Duties	<u> </u>											
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	1	50
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	1	50	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	0	<u> </u>	U	U	U	U	U		U	0	U	
Non-Sexual	0	0	1	100	0	0	0	0	1	33	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	1	50	0	0	2	67	0	0	0	0	1	50
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	1	33	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	1	50	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	33	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	1	33	0	0
Other - User Define										ı		
Findings After Hearing	2		1		2		0		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	1	50
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	1	50	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	1	100	0	0	0	0	1	100	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

1		1	r									
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	1	50	0	0	2	100	0	0	0	0	1	50
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	1	50	0	0	0	0	0	0	0	0	0	0
Terms/Conditions		30					۳				H	
of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and	0	0	0	0	0	0	0	0	0	0	0	0
Attendance	0	0	0	0	0	0	0	0	0	0		0
Training Other - User Define	U	U	U	U	0	U	U	U	U	U	0	U
Other - Oser Define												
Findings Without			Г					Π				
Hearing	0		0		1		0		2		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 Time/Perm Status	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	0	0	0	0	0	0	0	0	0
Appraisal								Ļ			Ļ	-
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		0	<u> </u>		I 0			<u>ا</u>	0	0		0
Non-Sexual	0		0	0	0	0	0	0		0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0

	1							_				
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	I.	<u>I</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 Accommodation Disability	0	0	0	0	1	100	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	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	50	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	1	50	0	0

Other - User Define

Pending Complaints Filed in			Compara	ative Data		
Previous Fiscal Years by Status		Prev	vious Fiscal Y	ear Data		2020 Thru
	2015	2016	2017	2018	2019	31-Dec
Total complaints from previous Fiscal Years	183	198	217	223	268	336
Total Complainants	179	194	215	220	262	325
Number complaints	pending					
Investigation	42	53	106	44	17	59
ROI issued, pending Complainant's action	3	1	2	10	20	7
Hearing	103	94	91	102	137	155

Final Agency Action	31	36	16	48	94	111
Appeal with EEOC Office of Federal Operations	76	192	193	198	205	213
			Compara	ative Data		
Complaint Investigations		2020 Thru				
	2015	2016	2017	2018	2019	31-Dec
Pending						