

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

For 3rd Quarter 2017 for period ending June 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Jun
	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-Jun
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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

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-Jun
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
Disciplinary Action						
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
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						
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
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Jun
	2012	2013	2014	2015	2016	
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
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Jun
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	7	10	9	8	2	6
Average days pending prior to dismissal	278	140	201	213	126	410
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	14	11	8	11	4	9

Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data							2017 Thru 30-Jun
	2012		2013		2014		2015	
	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		3	
Without Hearing	0	0	0	0	0	0	0	33
With Hearing	1	100	2	100	0	0	3	67
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data							2017 Thru 30-Jun
	2012		2013		2014		2015	
	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>								
Total Number Findings	1		2		0		2	
Race	0	0	0	0	0	0	2	33
Color	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	1	33
Sex	0	0	1	50	0	0	1	0
PDA	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	1	0
Disability	0	0	1	50	0	0	0	33
Genetics	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0
Findings After Hearing	1		1		0		2	
Race	0	0	0	0	0	0	2	50
Color	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	1	50

Sex	0	0	1	100	0	0	1	0
PDA	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	1	0
Disability	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0
Findings Without Hearing								
	0		1		0		0	
Race	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	100
Genetics	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data							
	Previous Fiscal Year Data							2017 Thru 30-Jun
	2012		2013		2014		2015	
	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0
Disciplinary Action								
Demotion	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	0

Examination/Test	0	0	0	0	0	0	0	0
Harassment								
Non-Sexual	1	100	0	0	0	0	0	0
Sexual	0	0	1	50	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	1	67
Reassignment								
Denied	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	33
Reinstatement	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0
Termination	0	0	1	50	0	0	1	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0
Other - User Define								
Findings After Hearing	1		1		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0
Disciplinary Action								
Demotion	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0

Perf. Eval./ Appraisal	0	0	0	0	0	0	1	0
Examination/Test	0	0	0	0	0	0	0	0
Harassment								
Non-Sexual	1	100	0	0	0	0	0	0
Sexual	0	0	1	100	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	1	100
Reassignment								
Denied	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0
Other - User Define								
Findings Without Hearing	0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0
Disciplinary Action								
Demotion	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0

Duty Hours	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0
Harassment								
Non-Sexual	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0
Reassignment								
Denied	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	100
Reinstatement	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0
Termination	0	0	1	100	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0
Other - User Define								

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Jun
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	253	142	178	183	198	217
Total Complainants	245	140	174	179	194	215
Number complaints pending						
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
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Jun
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	48	75	68	67	83	140