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

HQ (and below)

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

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2019Thru12-31						
	2014	2015	2016	2017	2018	2019111ru12-31						
Number of Complaints Filed	42	44	53	36	63	21						
Number of Complainants	42	43	50	36	60	21						
Repeat Filers	0	1	2	0	3	0						

Complaints by Pasis			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru12- 31
Race	21	22	25	23	32	8
Color	7	8	6	7	7	3
Religion	2	2	2	0	1	1
Reprisal	24	22	23	13	31	11
Sex	20	22	25	19	20	10
PDA	0	0	2	1	0	0

National Origin	4	11	4	6	4	1
Equal Pay Act	1	1	0	0	0	0
Age	14	16	14	16	16	4
Disability	13	12	13	9	20	7
Genetics	0	0	0	0	0	0
Non-EEO	2	1	1	1	0	0
		1	Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru12- 31
Appointment/Hire	4	10	16	4	5	2
Assignment of Duties	3	9	6	9	5	6
Awards	0	0	0	2	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	0	2	2	4	3	0
Suspension	3	1	1	0	5	0
Removal	0	0	1	0	1	0
Duty Hours	3	0	1	2	0	0
Perf. Eval./ Appraisal	2	3	6	8	8	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	17	5	17	12	22	3
Sexual	0	0	1	0	1	0

		C-	mnara	4. D	4	
Other						
Training	4	2	1	3	2	2
Time and Attendance	5	2	1	5	3	1
Terms/Conditions of Employment	4	1	0	1	3	0
Termination	1	0	3	2	4	2
Telework	0	0	0	1	3	0
Sex-Stereotyping	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Reasonable Accommodation Disability	2	2	1	2	7	2
Directed	4	0	2	2	3	1
Denied	0	1	2	0	1	0
Reassignment						
Promotion/Non-Selection	6	11	5	2	7	4
Pay including overtime	2	1	2	1	2	3
Medical Examination	0	0	0	0	0	0

			Comp	oarative]	Data	
Processing Time		Previous	Fiscal Y	ear Data	l	2019Thru12-
	2014	2015	2016	2017	2018	31
Complaints pending during	g fiscal y	ear				
Average number of days in investigation	184.81	191.61	214.11	250.61	240.53	284.69
Average number of days in final action	67.93	74.24	45.05	188.96	132.11	125.86
Complaint pending during	fiscal ye	ar where	hearing v	vas reque	sted	

Average number of days in investigation	176.	88	194	.61	21	0.29	24	42.20	21	15.60	20	00.50
Average number of days in final action	51.6	57	91.	00	40).82	10	62.17	7	7.85	6	0.00
Complaint pending during	fiscal	yea	ar wl	nere	hear	ring	was	not re	eque	ested		
Average number of days in investigation	213.	14	179	.25	21	6.67	24	40.43	25	53.89	32	22.11
Average number of days in final action	97.2	20	59.	33	69.00			15.75	24	19.67	29	90.50
						(Con	ıpara	tive	Data		
Complaints Dismissed Agency	by	ĺ	20197	Γhru12-								
- Indiana		Ì	201	4 2	2015	20	16	2017	7 2	2018	•	31
Total Complaints Dismisse Agency	d by		1		3		0	6		0		0
Average days pending prior dismissal	r to		49		118		0	242		0		0
Comp	plain	ts V	Vith	drav	wn ł	y C	omj	plaina	nts			
Total Complaints Withdrav Complainants	vn by	,	3		4		9	3		7		0
						Cor	npa	rative	e Da	ata		
Total Final Agency			Pre	viou	ıs Fi	scal	Ye	ar Da	ta		2019	Thru12-
Actions Finding Discrimination	20)14	20)15	20)16	2	017	2	018		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		2		1		0	
Without Hearing	0	0	0	0	0	0	2	100	1	100	0	0
With Hearing	Ť	0	0	0	0	0	0	0	0	0	0	0

Findings of			ta									
Discrimination Rendered by Basis		H	Prev	vious]	Fisc	al Y	ear	Dat	a		2019	Γhru12-
Note: Complaints can be	2	014	2015		20	016	20	017	2018			31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		0		0		1		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	1	100	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	0	0	1	100	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	1	100	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	100	0	0	0	0	0	0	0	0
Disability	0	0	1	100	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 After Hearing	0		0		0		0		0		0	
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

Total Number Findings	1		1		0		0		1		0	
Rendered by Issue	#	%	#	w15 %	#	%	#	%	#	%	#	%
Findings of Discrimination	2	P 014		ious l 015		al Y 16		Data		018	2019Thru12-	
					C	omp	ara	tive	Dat	ta		
Non-EEO	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
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	0	0	0	0
PDA	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
Reprisal	1	100	0	0	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Race	0	0	1	100	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		0		0		1		0	
Non-EEO	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
Disability	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
Equal Pay Act	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

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	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	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	1	100	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	100	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 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	0	0	0	0	0	0
Terms/Conditions 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	1	100	0	0	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	0		0		0		0		0		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	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./ Appraisal	0	0	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	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		ı		ı		ı		ı		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 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	0	0	0	0	0	0
Terms/Conditions 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 Define												
Findings Without Hearing	1		1		0		0		1		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	0

D 4:						_	_	_	_		0	_
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	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	1	100	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	100	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 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	\downarrow_0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions 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	1	100	0	0	0	0	0	0	0	0
Other - User Define						-					-	-
			Comparative Data							l		
Pending Complaints F Previous Fiscal Years by			Previous Fiscal Year Data				2019Thru12					
	,		201	4 2	2015	201	16	201	7	2018		31
Total complaints from pre Fiscal Years	al complaints from previous		41		54	65	5	79		82	132	
Total Complainants			39		53	6.5	5	76		78	122	
Number complaints pen	ding											
Investigation		5		4	2	,	6		7		31	
ROI issued, pending Complainant's action		0		0	0		0		1		4	
Hearing		37		47	44	4	69		62	82		
Final Agency Action		2		6	10)	9		13		15	
Appeal with EEOC Office of Federal Operations			12		7	6		12		17		17
		Comparative Data										
Complaint Investiga	tions		Provious Fiscal Voca Poto									

	Comparative Data									
Complaint Investigations	Pro	evious]	2019Thru12-							
	2014	2015	2016	2017	2018	31				
Pending Complaints Where Investigations Exceed Required Time Frames	5	5	10	7	7	5				