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

## HQ (and below)

For 4th Quarter 2018 for period ending September 30, 2018

	Comparative Data											
Complaint Activity	Pr	evious	2018Thru09-30									
	2013	2014	2015	2016	2017	20101 II ru09-30						
Number of Complaints Filed	41	42	44	53	36	63						
Number of Complainants	40	42	43	50	36	60						
Repeat Filers	1	0	1	2	0	3						

Complaints by Dasis			Com	parativ	e Data	l
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru09- 30
Race	19	21	22	25	23	32
Color	7	7	8	6	7	7
Religion	3	2	2	2	0	1
Reprisal	19	24	22	23	13	31
Sex	12	20	22	25	19	20
PDA	0	0	0	2	1	0

National Origin	6	4	11	4	6	4
Equal Pay Act	0	1	1	0	0	0
Age	16	14	16	14	16	16
Disability	9	13	12	13	9	20
Genetics	0	0	0	0	0	0
Non-EEO	2	2	1	1	1	0
			Com	parativ	e Data	l
Complaints by Issue	Pr	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru09- 30
Appointment/Hire	5	4	10	16	4	5
Assignment of Duties	7	3	9	6	9	5
Awards	0	0	0	0	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	0	0	0	0	1
Reprimand	3	0	2	2	4	3
Suspension	2	3	1	1	0	5
Removal	0	0	0	1	0	1
Duty Hours	1	3	0	1	2	0
Perf. Eval./ Appraisal	6	2	3	6	8	8
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	25	17	5	17	12	22
Sexual	1	0	0	1	0	1

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

## Other

			Comp	parative	Data							
<b>Processing Time</b>		Previous Fiscal Year Data										
	2013	2014	2015	2016	2017	30						
Complaints pending durin	g fiscal ye	ear										
Average number of days in investigation	265.49	184.81	191.61	214.11	250.61	240.53						
Average number of days in final action	116.59	67.93	74.24	45.05	188.96	132.11						

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Findings of	Comparative Data											
Discrimination Rendered by Basis		I	Prev	vious ]	Fisc	al Ye	ar l	Data			2018	Thru09-
Note: Complaints can be	2	013	2	014	2	015	20	2016		)17		30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		1		1		0		0		1	
Race	2	100	0	0	1	100	0	0	0	0	0	0
Color	1	50	0	0	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	1	100
Sex	1	50	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	1	50	0	0	1	100	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	1	100	0	0	0	0	0	0
Disability	1	50	0	0	1	100	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

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	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 Hearing	2		1		1		0		0		1	
Race	2	100	0	0	1	100	0	0	0	0	0	0
Color	1	50	0	0	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	1	100
Sex	1	50	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	1	50	0	0	1	100	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	1	100	0	0	0	0	0	0
Disability	1	50	0	0	1	100	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
					C	ompa	rat	ive I	)ata	a		
Findings of Discrimination		P	rev	ious l	Fisc	al Ye	ar I	)ata			2018	Thru09-
Rendered by Issue	2013 2014 2015						2016 2				30	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		1		1		0		0		1	

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	50	1	100	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/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	100
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	2	100	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	50	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	100	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	-							ı		ı		
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					1			1	1		1	1
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
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	2		1		1		0		0		1	
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

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	50	1	100	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/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	100
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

Pending Complaints Filed in			Comparative Data										
Other - User Define													
Training	0	0	0	0	1	100	0	0	0	0	0	0	
Time and Attendance	1	50	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment	2	100	0	0	0	0	0	0	0	0	0	0	

	Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious ]	2018Thru09-							
	2013	2014	2015	2016	2017	30				
Total complaints from previous Fiscal Years	36	41	54	65	79	82				
Total Complainants	35	39	53	65	76	78				
Number complaints pending				-						
Investigation	3	5	4	2	6	7				
ROI issued, pending Complainant's action	0	0	0	0	0	1				
Hearing	27	37	47	44	69	62				
Final Agency Action	5	2	6	10	9	13				
Appeal with EEOC Office of Federal Operations	11	12	7	6	12	17				
	Comparative Data									
<b>Complaint Investigations</b>	Pre	evious	2018Thru09-							
	2013	2014	2015	2016	2017	30				
Pending Complaints Where Investigations Exceed Required Time Frames	6	5	5	10	7	7				