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

## FS (and below)

For 1st Quarter 2017 for period ending December 31, 2016

			Cor	mparat	ive Dat	a
<b>Complaint Activity</b>	Pr	evious	Fiscal Y	Year Da	ata	2017Th 12 21
	2012	2013	2014	2015	2016	2017Thru12-31
Number of Complaints Filed	171	180	150	153	158	37
Number of Complainants	156	158	141	148	143	37
Repeat Filers	10	17	7	5	11	0

Complaints by Pasis			Com	parati	ve Data	a
Complaints by Basis	Pre	vious 1	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru12- 31
Race	44	47	60	40	34	15
Color	3	1	7	5	3	2
Religion	6	5	1	4	16	2
Reprisal	91	108	91	96	92	19
Sex	71	67	65	57	48	16
PDA	0	1	1	0	0	0
National Origin	18	21	25	24	13	4

Equal Pay Act	0	1	0	1	0	0
Age	48	50	49	45	49	14
Disability	48	58	34	58	55	13
Genetics	0	0	0	0	0	0
Non-EEO	20	12	15	11	10	6
		-	Com	parati	ve Data	a
Complaints by Issue	Pre	vious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru12- 31
Appointment/Hire	13	12	8	10	5	3
Assignment of Duties	30	46	46	31	27	8
Awards	5	7	5	6	1	0
Conversion to Full Time/Perm Status	1	1	0	0	0	0
Disciplinary Action						
Demotion	1	0	4	0	0	0
Reprimand	6	9	8	28	11	0
Suspension	15	13	12	25	8	2
Removal	4	5	3	4	3	2
Other	0	0	0	0	5	1
Duty Hours	6	1	4	3	2	2
Perf. Eval./ Appraisal	14	26	26	21	25	5
Examination/Test	3	1	2	0	0	0
Harassment						
Non-Sexual	110	111	91	98	103	20
Sexual	9	3	7	4	3	0
Medical Examination	2	1	1	3	1	0
Pay including overtime	6	10	17	10	7	0

Promotion/Non-Selection		29	37	3.	3	51	32	7
Reassignment								
Denied		2	8	1	1	9	7	0
Directed		4	10	20	0	8	1	3
Reasonable Accommodation Disability	1	19	27	1:	5	27	26	7
Reinstatement		0	0	C	)	1	0	0
Religious Accommodation		0	0	C	)	0	2	0
Retirement		0	1	C	)	0	0	1
Sex-Stereotyping		0	0	C	0 1		1	0
Telework		0	0	C	)	0	7	0
Termination		7	17	19	19		5	2
Terms/Conditions of Employ	yment	24	72	72 61		54	28	9
Time and Attendance		18	23	1	16 29		20	2
Training		9	14	1.	3	19	21	3
Other								
User Defined - Other 1		0	0	C	)	0	0	0
User Defined - Other 2		0	0	C	0 (		0	0
User Defined - Other 3		0	0	C	)	0	0	0
User Defined - Other 4		0	0	C	)	0	0	0
			Cor	npa	arat	ive ]	Data	
<b>Processing Time</b>	I	Previous	Fiscal	Ye	ear I	Data	ı	2017Thru12-
	2012	2013	2014		201	15	2016	31
Complaints pending during	r					'		
Average number of days in investigation	214.69	227.53	209.6	9	198.	.55	202.23	164.10
Average number of days in final action	236.84	131.64	173.2	2	101.	.19	131.90	96.06
Complaint pending during fi	scal year	where he	earing	was	s rec	quest	ted	<u> </u>

Average number of days in investigation	202.75 223.60 166.35 62.96		20	5.	.90	215	5.82	209	.71	1'	71.15			
Average number of days in final action	166.	35	62.	96	18	9.	.56	160	0.00	39.	.10	1	9.67	
Complaint pending during fis	scal y	ear	whe	re h	eari	ng	g was	s no	t req	uest	ed			
Average number of days in investigation	231.	69	233	.20	21	5.	.34	180	0.09	188	3.21	1:	52.62	
Average number of days in final action	267.	56	165	.98	15	2.	.93	87.	.13	229	0.46	141.90		
							Co	mp	arat	ive	Data	a		
Complaints Dismissed by A	Ageno	<b>y</b>	P	revi	ious	i I	Fiscal	ΙΥ	ear I	ata	ı	2017	Thru12-	
			201	2 2	2013	3	2014	1 2	2015	20	16		31	
Total Complaints Dismissed Agency	by		18 32 19						18	16			9	
Average days pending prior t dismissal	O		77		150 88		88	Ì	95	8	5		122	
Compl	aints	Wi	ithd	raw	n b	y	Com	pla	inan	ts				
Total Complaints Withdrawn Complainants	by		9		5		8		5	(	5	0		
						(	Comp	oar	ative	Da	ta			
Total Final Agency Action	s		Pre	viou	ıs F	is	cal Y	'ea	r Dat	ta		2017	Thru12-	
Finding Discrimination		012						2	015	20	)16		31	
	#	%	% # %		, #	Ł	%	#	%	#	%	#	%	
Total Number Findings	0		2		1	Ì		3		0		0		
Without Hearing	0	0	0 0 0		C	)	0	0	0	0	0	0	0	
With Hearing	0	0	) 2 10		0 1		100	3	100	0	0	0	0	
		-	-			_				-				

Findings of Discrimination					(	Comp	ar	ative	Da	ta		
Rendered by Basis		I	Pre	vious	Fis	scal Y	'ea	r Dat	a		2017	Thru12-
Note: Complaints can be filed	20	)12	2	013	2	014	2	015	20	016		31
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	6		5		2		3		0		0	
Race	1	17	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	4	67	2	40	1	50	0	0	0	0	0	0
Sex	0	0	1	20	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	1	17	2	40	0	0	0	0	0	0	0	0
Disability	1	17	1	20	2	100	3	100	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
		<u>'</u>								<u>'</u>		1
Findings After Hearing	0		1		0		3		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
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

Total Number Findings Appointment/Hire	-	5		5 0	-	2 0	3	0	0	0	0	0
	#	<b>4</b> 9/	o i	# %	1	# %	#	%	#	%	#	%
Findings of Discrimination Rendered by Issue		2012		evious 2013	_	scal ` 2014	_	r Da 015		16		Гhru12- 31
						Con	paı	rativo	e D	ata		
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	1	17	1	25	2	100	0	0	0	0	0	0
Age	1	17	1	25	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
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	1	25	0	0	0	0	0	0	0	0
Reprisal	4	67	2	50	1	50	0	0	0	0	0	0
Religion	0	0	0	0	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\frac{0}{0}$	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing  Race	6	17	0	0	$\begin{vmatrix} 2 \\ 0 \end{vmatrix}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0
			1									
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	3	100	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	0	0

Assignment of Duties  $0 \mid 0$ 0 0 Awards Conversion to Full Time/Perm  $0 \mid 0$ Status Disciplinary Action

									1			
Demotion	0	0	0	0	1	50	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	20	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	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	17	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	4	67	1	20	1	50	1	33	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	1	20	0	0	0	0	0	0	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	3	50	0	0	1	50	2	67	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	1	17	2	40	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	20	0	0	0	0	0	0	0	0
Time and Attendance	1	17	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												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		3		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
Other	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	1	33	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												
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	2	67	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	1	100	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				-							-	
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	6		4		2		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	1	50	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	25	0	0	0	0	0	0	0	0

Perf. Eval./ Appraisal         1         17         0	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	Other	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Harassment   Non-Sexual   4   67   1   25   1   50   0   0   0   0   0   0   0   0	Perf. Eval./ Appraisal	1	17	0	0	0	0	0	0	0	0	0	0
Non-Sexual	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual         0 <td>Harassment</td> <td></td> <td>ı</td> <td></td> <td></td> <td></td> <td>1</td> <td></td> <td>1</td> <td></td> <td>1</td> <td></td> <td></td>	Harassment		ı				1		1		1		
Medical Examination         0	Non-Sexual	4	67	1	25	1	50	0	0	0	0	0	0
Pay including overtime    O   O   O   O   O   O   O   O   O	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Promotion/Non-Selection	0	0	1	25	0	0	0	0	0	0	0	0
Directed   O   O   O   O   O   O   O   O   O	Reassignment		I		ı								ı
Reasonable Accommodation Disability         3         50         0         0         1         50         0         0         0         0         0           Reinstatement         0 <td< td=""><td>Denied</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></td<>	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Disability         3         50         0         0         1         50         0 <t< td=""><td>Directed</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation         0	Reasonable Accommodation Disability	3	50	0	0	1	50	0	0	0	0	0	0
Retirement         0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping         0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework         0<	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination         1         17         1         25         0         <	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment         0         0         1         25         0 <t< td=""><td>Telework</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>	Telework	0	0	0	0	0	0	0	0	0	0	0	0
Employment       0       0       1       25       0 <td< td=""><td>Termination</td><td>1</td><td>17</td><td>1</td><td>25</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></td<>	Termination	1	17	1	25	0	0	0	0	0	0	0	0
Training         0<	Terms/Conditions of Employment	0	0	1	25	0	0	0	0	0	0	0	0
Other - User Define  User Defined - Other 1	Time and Attendance	1	17	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	Training	0	0	0	0	0	0	0	0	0	0	0	0
	Other - User Define												
User Defined - Other 2   0 0 0 0 0 0 0 0 0 0 0 0 0	User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
	User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0

User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
						Con	ıpa	arati	ive	Dat	a	
Pending Complaints Filed in Previous Fiscal Years by Statu			Pre	vious	F	iscal	Ye	ar I	)at	a	2017	Thru12-
·		20	12	2013		2014	2	015	20	016		31
Total complaints from previous Fiscal Years		1	43	162		196	2	211	1	81	,	283
Total Complainants		1	16	133		158	1	184	1	70		242
Number complaints pending												
Investigation		1	6	13		13		11		4		33
ROI issued, pending Complainant's action			0	0		2		0		0		1
Hearing		8	89	109		154	1	180	1	.52		207
Final Agency Action		3	37	40		27		19		19		36
Appeal with EEOC Office of Federal Operations		1	.0	14		19		4	2	25		31
						Con	ıpa	arati	ive	Dat	a	
Complaint Investigations			Pre	vious	F	iscal	Ye	ar I	at	a	2017	Thru12-
		20	)12	2013	3	2014	2	015	20	016		31
Pending Complaints Where Investigations Exceed Required Time Frames		2	25	15		13		13		1		2