

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

FS (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	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	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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
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	33	51	32	7
Reassignment						
Denied	2	8	11	9	7	0
Directed	4	10	20	8	1	3
Reasonable Accommodation Disability	19	27	15	27	26	7
Reinstatement	0	0	0	1	0	0
Religious Accommodation	0	0	0	0	2	0
Retirement	0	1	0	0	0	1
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	0	0	7	0
Termination	7	17	19	12	5	2
Terms/Conditions of Employment	24	72	61	54	28	9
Time and Attendance	18	23	16	29	20	2
Training	9	14	13	19	21	3
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	214.69	227.53	209.69	198.55	202.23	164.10
Average number of days in final action	236.84	131.64	173.22	101.19	131.90	96.06
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	202.75	223.60	205.90	215.82	209.71	171.15						
Average number of days in final action	166.35	62.96	189.56	160.00	39.10	19.67						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	231.69	233.20	215.34	180.09	188.21	152.62						
Average number of days in final action	267.56	165.98	152.93	87.13	229.46	141.90						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency	18	32	19	18	16						9	
Average days pending prior to dismissal	77	150	88	95	85						122	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	9	5	8	5	6						0	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	2	100	1	100	3	100	0	0	0	0

Age	0	0	1	100	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	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
Findings Without Hearing	6		4		2		0		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	50	1	50	0	0	0	0	0	0
Sex	0	0	1	25	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	1	25	0	0	0	0	0	0	0	0
Disability	1	17	1	25	2	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		5		2		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												

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

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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	143	162	196	211	181							283
Total Complainants	116	133	158	184	170							242
Number complaints pending												
Investigation	16	13	13	11	4							33
ROI issued, pending Complainant's action	0	0	2	0	0							1
Hearing	89	109	154	180	152							207
Final Agency Action	37	40	27	19	19							36
Appeal with EEOC Office of Federal Operations	10	14	19	4	25							31
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	25	15	13	13	1							2