

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

FS (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	171	180	150	153	158	110
Number of Complainants	156	158	141	148	143	100
Repeat Filers	10	17	7	5	11	8
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	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>	2012	2013	2014	2015	2016	2017Thru06-30
Race	44	47	60	40	34	43
Color	3	1	7	5	3	4
Religion	6	5	1	4	16	5
Reprisal	91	108	91	96	92	64
Sex	71	67	65	57	48	45
PDA	0	1	1	0	0	0

National Origin	18	21	25	24	13	13
Equal Pay Act	0	1	0	1	0	1
Age	48	50	49	45	49	48
Disability	48	58	34	58	55	44
Genetics	0	0	0	0	0	1
Non-EEO	20	12	15	11	10	11
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
<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	8
Assignment of Duties	30	46	46	31	27	16
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	3
Suspension	15	13	12	25	8	11
Removal	4	5	3	4	3	3
Other	0	0	0	0	5	1
Duty Hours	6	1	4	3	2	3
Perf. Eval./ Appraisal	14	26	26	21	25	14
Examination/Test	3	1	2	0	0	1
Harassment						
Non-Sexual	110	111	91	98	103	69

Sexual	9	3	7	4	3	0
Medical Examination	2	1	1	3	1	0
Pay including overtime	6	10	17	10	7	5
Promotion/Non-Selection	29	37	33	51	32	21
Reassignment						
Denied	2	8	11	9	7	2
Directed	4	10	20	8	1	6
Reasonable Accommodation Disability	19	27	15	27	26	18
Reinstatement	0	0	0	1	0	0
Religious Accommodation	0	0	0	0	2	0
Retirement	0	1	0	0	0	2
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	0	0	7	2
Termination	7	17	19	12	5	6
Terms/Conditions of Employment	24	72	61	54	28	22
Time and Attendance	18	23	16	29	20	10
Training	9	14	13	19	21	9
Other						
User Defined - Other 1	0	0	0	0	0	1
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					2017Thru06-30
	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	157.94
Average number of days in final action	236.84	131.64	173.22	101.19	131.90	207.34
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	160.12
Average number of days in final action	166.35	62.96	189.56	160.00	39.10	129.70
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	154.51
Average number of days in final action	267.56	165.98	152.93	87.13	229.46	243.14
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	18	32	19	18	16	27
Average days pending prior to dismissal	77	150	88	95	85	76
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	9	5	8	5	6	5

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										2017Thru06-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		5		2		3		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	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	1	100

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		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	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
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	25	1	50	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	143	162	196	211	181	219
Total Complainants	116	133	158	184	170	187
Number complaints pending						
Investigation	16	13	13	11	4	5
ROI issued, pending Complainant's action	0	0	2	0	0	2
Hearing	89	109	154	180	152	197
Final Agency Action	37	40	27	19	19	16
Appeal with EEOC Office of Federal Operations	10	14	19	4	25	39
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	25	15	13	13	1	3