

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

OCFO (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 | 22 | 28 | 17 | 29 | 48 | 9 |
| Number of Complainants | 22 | 27 | 17 | 27 | 42 | 9 |
| Repeat Filers | 0 | 1 | 0 | 2 | 6 | 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 | 13 | 16 | 10 | 17 | 32 | 6 |
| Color | 4 | 8 | 3 | 7 | 13 | 3 |
| Religion | 0 | 0 | 2 | 1 | 1 | 1 |
| Reprisal | 16 | 19 | 10 | 15 | 27 | 4 |
| Sex | 13 | 14 | 6 | 16 | 20 | 2 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 1 | 2 | 1 | 5 | 6 | 0 |

| | | | | | | |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 10 | 19 | 5 | 9 | 17 | 5 |
| Disability | 7 | 3 | 5 | 11 | 13 | 2 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 5 | 3 | 0 |
| 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 | 1 | 2 | 0 | 1 | 4 | 1 |
| Assignment of Duties | 2 | 8 | 5 | 8 | 10 | 3 |
| Awards | 1 | 0 | 0 | 0 | 3 | 2 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 5 | 3 | 0 | 0 | 1 | 1 |
| Suspension | 4 | 2 | 1 | 0 | 0 | 1 |
| Removal | 0 | 1 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 1 | 1 | 5 | 2 | 1 |
| Perf. Eval./ Appraisal | 1 | 5 | 5 | 5 | 9 | 2 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 10 | 6 | 10 | 19 | 28 | 8 |
| Sexual | 0 | 1 | 0 | 1 | 3 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 1 | 3 | 6 | 3 | 1 |

| | | | | | | |
|------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Promotion/Non-Selection | 9 | 15 | 5 | 11 | 16 | 5 |
| Reassignment | | | | | | |
| Denied | 0 | 1 | 0 | 2 | 0 | 1 |
| Directed | 1 | 1 | 2 | 2 | 1 | 0 |
| Reasonable Accommodation Disability | 3 | 1 | 1 | 5 | 5 | 1 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 1 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 0 | 2 | 0 |
| Termination | 1 | 1 | 1 | 3 | 1 | 0 |
| Terms/Conditions of Employment | 2 | 7 | 4 | 10 | 3 | 0 |
| Time and Attendance | 3 | 1 | 1 | 7 | 5 | 1 |
| Training | 1 | 2 | 2 | 6 | 8 | 0 |
| Other | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 1 | 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 | 404.22 | 215.58 | 188.15 | 166.17 | 205.70 | 178.80 |
| Average number of days in final action | 139.50 | 174.19 | 145.42 | 78.21 | 152.30 | 64.80 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |

| | | | | | | | | | | | | |
|----------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|----------|----------|----------|----------|----------|----------------------|----------|
| Average number of days in investigation | 482.73 | 193.11 | 198.50 | 175.50 | 217.20 | 159.00 | | | | | | |
| Average number of days in final action | 97.50 | 69.71 | 59.17 | 70.71 | 333.25 | 70.00 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 348.14 | 224.77 | 172.62 | 156.83 | 178.44 | 187.29 | | | | | | |
| Average number of days in final action | 181.50 | 210.75 | 185.23 | 85.71 | 31.67 | 44.00 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2017Thru12-31 | |
| | 2012 | 2013 | 2014 | 2015 | 2016 | | | | | | | |
| Total Complaints Dismissed by Agency | 0 | 0 | 4 | 3 | 5 | | | | | | 1 | |
| Average days pending prior to dismissal | 0 | 0 | 1529 | 71 | 79 | | | | | | 55 | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 3 | 3 | 2 | 2 | 1 | | | | | | 0 | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2017Thru12-31 | |
| | 2012 | 2013 | 2014 | 2015 | 2016 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 0 | | 1 | | 0 | | 2 | | 0 | |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 100 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered 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 and findings.</i> | # | % | # | % | # | % | # | % | # | % | # | % |
| | Total Number Findings | 0 | | 0 | | 1 | | 0 | | 2 | | 0 |
| Race | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 50 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 50 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 50 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 50 | 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 | 1 | 100 | 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 | 1 | 50 | 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 | | 1 | | 0 | | 0 | | 0 | |
| Race | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 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 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 1 | 100 | 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 | 1 | 100 | 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 | 0 | | 0 | | | 0 | | | 2 | | 0 | |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 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 | 0 | | 0 | | 1 | | 0 | | 2 | | 0 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 1 | 100 | 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 | | | | | | | | | | | | |

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|---------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|---|---|---|---|---|----------------------|----|
| 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 | 32 | 16 | 11 | 7 | 15 | | | | | | | 43 |
| Total Complainants | 31 | 15 | 11 | 7 | 15 | | | | | | | 41 |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 4 | 2 | 0 | 0 | 1 | | | | | | | 12 |
| ROI issued, pending Complainant's action | 1 | 0 | 0 | 0 | 0 | | | | | | | 2 |
| Hearing | 11 | 9 | 6 | 6 | 7 | | | | | | | 16 |
| Final Agency Action | 13 | 4 | 5 | 1 | 5 | | | | | | | 11 |
| Appeal with EEOC Office of Federal Operations | 1 | 1 | 1 | 1 | 2 | | | | | | | 5 |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2017Thru12-31 | |
| | 2012 | 2013 | 2014 | 2015 | 2016 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 4 | 0 | 0 | 0 | 3 | | | | | | | 5 |