

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

## RD (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	37	49	28	30	45	16
Number of Complainants	37	48	28	30	45	16
Repeat Filers	0	1	0	0	0	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>	2012	2013	2014	2015	2016	31
Race	16	16	15	14	27	9
Color	3	5	0	2	9	0
Religion	1	1	0	1	1	1
Reprisal	17	30	15	11	18	5
Sex	20	21	8	13	19	8
PDA	0	0	0	0	0	0
National Origin	3	4	5	4	3	1

Equal Pay Act	1	2	0	0	0	0
Age	13	14	12	11	19	9
Disability	11	6	7	9	9	7
Genetics	0	0	0	0	0	0
Non-EEO	5	4	2	3	2	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Appointment/Hire	0	0	0	1	1	1
Assignment of Duties	6	12	8	7	12	0
Awards	3	2	1	1	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	1	0
Reprimand	8	0	0	0	1	0
Suspension	4	2	0	2	0	0
Removal	1	0	0	0	0	0
Other	0	0	0	0	1	0
Duty Hours	2	0	0	1	2	0
Perf. Eval./ Appraisal	3	7	5	6	8	3
Examination/Test	0	0	0	0	1	0
<b>Harassment</b>						
Non-Sexual	22	29	11	14	21	9
Sexual	1	0	0	1	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	5	3	2	0	0

Promotion/Non-Selection	6	13	13	8	15	6
<b>Reassignment</b>						
Denied	1	0	2	2	1	0
Directed	4	1	1	4	3	0
Reasonable Accommodation Disability	4	5	1	7	4	3
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	5	0
Termination	2	2	4	1	6	1
Terms/Conditions of Employment	6	12	5	10	8	1
Time and Attendance	7	5	5	2	8	1
Training	4	4	3	1	3	0
<b>Other</b>						
User Defined - Other 1	0	0	0	0	2	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru12-31</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Complaints pending during fiscal year						
Average number of days in investigation	367.68	288.96	196.03	233.24	187.58	184.50
Average number of days in final action	150.05	157.46	168.18	260.35	116.89	23.50
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	358.88	283.64	207.05	210.27	191.10	201.00					
Average number of days in final action	113.17	92.86	212.93	143.57	142.67	23.50					
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation	378.25	296.79	177.67	266.93	181.42	168.00					
Average number of days in final action	167.08	181.26	116.54	342.10	84.67	0					
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>										
	<b>Previous Fiscal Year Data</b>										<b>2017Thru12-31</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>						
Total Complaints Dismissed by Agency	5	4	6	2	2						2
Average days pending prior to dismissal	275	67	109	59	94						48
<b>Complaints Withdrawn by Complainants</b>											
Total Complaints Withdrawn by Complainants	3	2	3	2	2						0
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>										
	<b>Previous Fiscal Year Data</b>										<b>2017Thru12-31</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>						
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>
Total Number Findings	0	1	4	0	1	0	1	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	1	100	0	0
With Hearing	0	0	1	100	4	100	0	0	0	0	0



Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	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	1	25	0	0	0	0	0	0
<b>Findings Without Hearing</b>	1		3		0		0		1		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	1	33	0	0	0	0	1	100	0	0
Sex	0	0	1	33	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	2	67	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	100	2	67	0	0	0	0	0	0	0	0
Disability	1	100	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru12-31</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	1		4		4		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	25	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												











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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2017Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total complaints from previous Fiscal Years	57	57	59	50	28	54						
Total Complainants	50	53	54	46	28	54						
<b>Number complaints pending</b>												
Investigation	9	7	6	6	0	9						
ROI issued, pending Complainant's action	3	0	0	0	0	0						
Hearing	31	34	46	39	21	36						
Final Agency Action	17	17	9	7	7	8						
Appeal with EEOC Office of Federal Operations	4	4	4	2	5	7						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2017Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	14	7	6	6	0	2						