

**EEO Data Posted Pursuant to the No FEAR Act  
For 3rd Quarter FY 2020 for Period Ending June 30, 2020**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 thru 06-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	76	96	89	84	65	64
Number of Complainants	68	84	79	79	58	58
Repeat Filers	5	9	8	5	7	6

Complaints by Basis <small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>	Comparative Data					
	Previous Fiscal Year Data					2020 thru 06-30
	2015	2016	2017	2018	2019	
Race	41	49	32	35	27	33
Color	23	34	17	17	8	16
Religion	8	12	4	8	2	3
Reprisal	52	51	45	50	29	34
Sex	38	50	32	44	21	31
PDA	0	0	0	0	0	0
National Origin	23	25	10	13	3	10
Equal Pay Act	5	0	0	1	1	0
Age	38	41	35	40	22	24
Disability	31	35	41	33	32	29
Genetics	1	0	0	0	0	0
Non-EEO	6	4	4	3	1	2

Complaints by Issue <small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>	Comparative Data					
	Previous Fiscal Year Data					2020 thru 06-30
	2015	2016	2017	2018	2019	
Appointment/Hire	4	6	3	0	1	3
Assignment of Duties	10	12	9	6	3	2
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	1	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	3	2	0	0	0
Reprimand	11	3	4	4	0	4
Suspension	3	1	3	3	2	2
Removal	2	3	4	1	4	2
Other	1	0	0	0	3	0
Duty Hours	1	2	2	0	1	0
Perf. Eval./ Appraisal	13	17	17	11	7	9
Examination/Test	1	1	1	0	0	0
<b>Harassment</b>						
Non-Sexual	32	26	33	24	21	20
Sexual	1	5	1	4	0	0
Medical Examination	0	0	0	0	2	0
Pay including overtime	4	1	2	4	1	2
Promotion/Non-Selection	18	27	17	16	11	14
<b>Reassignment</b>						
Denied	3	3	3	1	0	3
Directed	3	1	1	2	0	1
Reasonable Accommodation Disability	6	8	17	10	7	10
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	2	1	0	3	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	4	0	1	0
Termination	2	5	1	4	8	5
Terms/Conditions of Employment	17	13	13	12	8	9
Time and Attendance	7	6	4	2	4	6
Training	5	2	2	0	1	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 thru 06-30
	2015	2016	2017	2018	2019	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	198.83	196.22	205.22	215.48	221.80	189.08
Average number of days in final action	34.67	35.37	48.02	38.83	49.64	48.00
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	205.46	200.77	209.68	221.74	240.31	201.00
Average number of days in final action	28.80	23.10	46.47	26.32	43.94	37.67
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	187.31	197.23	213.92	230.78	233.06	191.32

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Average number of days in final action	48.38	54.38	51.70	54.11	60.74	59.50
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**EEO Data Posted Pursuant to the No FEAR Act  
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Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020 thru 06-30
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	15	13	4	8	4	10
Average days pending prior to dismissal	22	21	21	31	54	56
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	7	11	10	13	4	1

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 thru 06-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		0		4		0		1	
Without Hearing	3	75	0	0	0	0	1	25	0	0	0	0
With Hearing	1	25	1	100	0	0	3	75	0	0	1	100

Findings of Discrimination Rendered by Basis <small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</small>	Comparative Data											
	Previous Fiscal Year Data										2020 thru 06-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		1		0		4		0		1	
Race	1	50	1	100	0	0	2	50	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	1	25	0	0	1	100
Sex	1	50	1	100	0	0	3	75	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	0	0	1	100	0	0	1	25	0	0	0	0
Disability	1	50	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	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	1		1		0		3		0		1	
Race	1	100	1	100	0	0	2	67	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	1	33	0	0	1	100
Sex	1	100	1	100	0	0	3	100	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	0	0	1	100	0	0	1	33	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	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	1		0		0		1		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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	100	0	0	0	0	1	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020 thru 06-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		1		0		4		0		1	
Appointment/Hire	0	0	0	0	0	0	1	25	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	25	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

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Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	100
Removal	0	0	0	0	0	0	1	25	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	50	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	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	25	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	100	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	1	50	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	25	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	1	100	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	<b>1</b>		<b>1</b>		<b>0</b>		<b>3</b>		<b>0</b>		<b>1</b>	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	33	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	1	100
Removal	0	0	0	0	0	0	1	33	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	100	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	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	33	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	100	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	0	0	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	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	33	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	1	100	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	<b>1</b>		<b>0</b>		<b>0</b>		<b>1</b>		<b>0</b>		<b>0</b>	
Appointment/Hire	0	0	0	0	0	0	1	100	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	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0

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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	1	100	0	0	0	0	0	0	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	0	0	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020 thru 06-30
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	85	62	56	66	65	56
Total Complainants	70	51	49	60	56	50
<b>Number complaints pending</b>						
Investigation	0	0	1	1	1	3
ROI issued, pending Complainant's action	0	1	0	0	1	1
Hearing	81	60	53	62	53	49
Final Agency Action	4	2	2	2	2	3
Appeal with EEOC Office of Federal Operations	34	47	58	57	22	15

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 thru 06-30
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	0	0	0