

**Equal Employment Opporutnity Data
Posted Pursuant to the No FEAR Act**

For 2nd Quarter 2021 for Period Ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 thru 03-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	96	89	84	65	73	23
Number of Complainants	84	79	79	58	67	23
Repeat Filers	9	8	5	7	6	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 thru 03-31
	2016	2017	2018	2019	2020	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	49	32	35	27	33	11
Color	34	17	17	8	17	6
Religion	12	4	8	2	3	2
Reprisal	51	45	50	29	37	14
Sex	50	32	44	21	32	7
PDA	0	0	0	0	0	0
National Origin	25	10	13	3	11	4
Equal Pay Act	0	0	1	1	1	0
Age	41	35	40	22	23	7
Disability	35	41	33	32	33	8
Genetics	0	0	0	0	0	0
Non-EEO	4	4	3	1	2	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 thru 03-31
	2016	2017	2018	2019	2020	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Appointment/Hire	6	3	0	1	3	0
Assignment of Duties	12	9	6	3	2	5
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	3	2	0	0	0	0
Reprimand	3	4	4	0	4	1
Suspension	1	3	3	2	3	1
Removal	3	4	1	4	2	2
Other - Disciplinary Warning	0	0	0	3	4	1
Duty Hours	2	2	0	1	0	0
Perf. Eval./ Appraisal	17	17	11	7	12	4
Examination/Test	1	1	0	0	0	0

Harassment						
Non-Sexual	26	33	24	21	26	3
Sexual	5	1	4	0	0	0
Medical Examination	0	0	0	2	0	0
Pay including overtime	1	2	4	1	4	0
Promotion/Non-Selection	27	17	16	11	15	4
Reassignment						
Denied	3	3	1	0	4	0
Directed	1	1	2	0	1	1
Reasonable Accommodation Disability	8	17	10	7	9	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	3	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	4	0	1	0	0
Termination	5	1	4	8	5	1
Terms/Conditions of Employment	13	13	12	8	9	5
Time and Attendance	6	4	2	4	7	0
Training	2	2	0	1	0	1

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021 thru 03-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	196.22	205.22	215.48	221.80	195.98	205.65
Average number of days in final action	35.37	48.02	38.83	49.64	47.98	51.62
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	200.77	209.68	221.74	240.31	201.42	204.64
Average number of days in final action	23.10	46.47	26.32	43.94	37.15	39.23
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	197.23	213.92	230.78	233.06	205.96	207.22
Average number of days in final action	54.38	51.70	54.11	60.74	58.80	59.25

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021 thru 03-31
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	13	4	8	4	10	6
Average days pending prior to dismissal	21	21	31	54	56	38
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	11	10	13	4	2	0

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

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative					
	Previous Fiscal Year Data					
	2016		2017		2018	
	#	%	#	%	#	%
Total Number Findings	1		0		4	
Race	1	100	0	0	2	50
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	1	25
Sex	1	100	0	0	3	75
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	100	0	0	1	25
Disability	1	100	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings After Hearing						
	1		0		3	
Race	1	100	0	0	2	67
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	1	33
Sex	1	100	0	0	3	100

PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	100	0	0	1	33
Disability	1	100	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings Without Hearing						
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	1	100
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative					
	Previous Fiscal Year Data					
	2016		2017		2018	
	#	%	#	%	#	%
Total Number Findings	1		0		4	
Appointment/Hire	0	0	0	0	1	25
Assignment of Duties	0	0	0	0	1	25
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	1	25
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	1	25
Medical Examination	0	0	0	0	0	0

Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
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	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	25
Time and Attendance	1	100	0	0	0	0
Training	1	100	0	0	0	0

Findings After Hearing	1		0		3	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	33
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0

Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	1	33
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0

Harassment						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	1	33
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0

Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
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	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	33
Time and Attendance	1	100	0	0	0	0
Training	1	100	0	0	0	0
Findings Without Hearing						
Appointment/Hire	0	0	0	0	1	100
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
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	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 thru 03-31
	2016	2017	2018	2019	2020	

Total complaints from previous Fiscal Years	62	56	66	65	46	64
Total Complainants	51	49	60	56	42	61
Number complaints pending						
Investigation	0	1	1	1	0	0
ROI issued, pending Complainant's action	1	0	0	1	0	1
Hearing	60	53	62	53	44	61
Final Agency Action	2	2	2	2	2	2
Appeal with EEOC Office of Federal Operations	47	58	57	22	13	18

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 thru 03-31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0

e Data					
ata				2021 thru 03-31	
2019		2020			
#	%	#	%	#	%
0		2		1	
0	0	0	0	1	100
0	0	2	100	0	0

e Data					
ata				2021 thru 03-31	
2019		2020			
#	%	#	%	#	%
0		2		1	
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	2	100	1	100
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	100
0	0	0	0	0	0
0	0	0	0	0	0
0		2		0	
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	2	100	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0		0		1	
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	100
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	100
0	0	0	0	0	0
0	0	0	0	0	0

e Data					
ata				2021 thru	
2019		2020		03-31	
#	%	#	%	#	%
0		2		1	
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	2	100	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	100
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	100
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0		0		0	
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	2	100	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
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0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0		0		1	
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	100
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	100
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0