	Comparative Data										
Complaint Activity	Р	revious	Fiscal Y	ear Dat	:a	2020					
	2015	2016	2017	2018	2019	thru 9-30					
Number of Complaints Filed	76	96	89	84	65	73					
Number of Complainants	68	84	79	79	58	67					
Repeat Filers	5	9	8	5	7	6					

		C	Compara	tive Da	ta	
Complaints by Basis	Р	ta	2020 thru			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	9-30
Race	41	49	32	35	27	33
Color	23	34	17	17	8	17
Religion	8	12	4	8	2	3
Reprisal	52	51	45	50	29	37
Sex	38	50	32	44	21	32
PDA	0	0	0	0	0	0
National Origin	23	25	10	13	3	11
Equal Pay Act	5	0	0	1	1	1
Age	38	41	35	40	22	23
Disability	31	35	41	33	32	42
Genetics	1	0	0	0	0	0
Non-EEO	6	4	4	3	1	2

Compleints by Issue	Comparative Data										
Complaints by Issue	Р	revious	Fiscal \	ear Dat	ta	2020					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	thru 9-30					
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					
Disciplinary Action											
Demotion	0	3	2	0	0	0					
Reprimand	11	3	4	4	0	4					
Suspension	3	1	3	3	2	3					
Removal	2	3	4	1	4	2					
Other - Disciplinary Warnining	1	0	0	0	3	4					
Duty Hours	1	2	2	0	1	0					
Perf. Eval./ Appraisal	13	17	17	11	7	12					
Examination/Test	1	1	1	0	0	0					
Harassment				•	•						
Non-Sexual	32	26	33	24	21	26					
Sexual	1	5	1	4	0	0					
Medical Examination	0	0	0	0	2	0					
Pay including overtime	4	1	2	4	1	4					
Promotion/Non-Selection	18	27	17	16	11	15					
Reassignment											
Denied	3	3	3	1	0	4					
Directed	3	1	1	2	0	1					
Reasonable Accommodation Disability	6	8	17	10	7	9					
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	7					
Training	5	2	2	0	1	0					

		C	Compara	tive Da	ta	
Processing Time	Р	revious	Fiscal Y	ear Dat	ta	2020 thru
	2015	2016	2017	2018	2019	9-30
Complaints pending during fiscal year						
Average number of days in investigation	198.83	196.22	205.22	215.48	221.80	195.98
Average number of days in final action	34.67	35.37	48.02	38.83	49.64	47.98
Complaint pending during fiscal year						
where hearing was requested						
Average number of days in investigation	205.46	200.77	209.68	221.74	240.31	201.42
Average number of days in final action	28.80	23.10	46.47	26.32	43.94	37.15
Complaint pending during fiscal year						
where hearing was not requested						
Average number of days in investigation	187.31	197.23	213.92	230.78	233.06	205.96
Average number of days in final action	48.38	54.38	51.70	54.11	60.74	58.80

	Comparative Data										
	Р	2020									
Complaints Dismissed by Agency	2015	2016	2017	2018	2019	thru 9-30					
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	3					

					Cor	mparativ	e Data					
Total Final Agency Actions Finding				Previo	us Fisca	l Year Da	ata				2020	) thru
Discrimination	20				2016 2017		2018		20	19	9-	30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		0		4		0		2	
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	2	100

Findings of Discrimination Rendered by	Comparative Data												
Basis				Previo		l Year D					2020	) thru	
Note: Complaints can be filed alleging multiple bases. The	20	15	20	16		017		)18	20	19		30	
sum of the bases may not equal total complaints and findings	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		1		0		4		0		2		
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	2	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	
Findings After Hearing	1		1		l 0		3		0		2		
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	2	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	
Findings Without Hearing	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	

					Coi	mparativ	e Data					
Findings of Discrimination Rendered by			Previous Fiscal Year Data			2020	thru					
Issue	2015		2016		2017		2018		2019		9-30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		4		0		2	
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

Commission	Danrimand	0	l 0	0	0	0	0	0	0	0	0	0	0
Refroval  O O O O O O O O O O O O O O O O O O O	Reprimand			_			_		_		-	_	
Other  Ot				_		_	_		_				
Duty Hours    Part Eval I / Appraisal   1		_	<u> </u>				_					_	_
Perf. Val./ Appraisal				_		_			_		·	_	_
Examination/Test   0   0   0   0   0   0   0   0   0	,		_	_			_					_	
Hisrosement   November   Novemb							_				_	_	
Non-Sexual	<u> </u>		U	0		U	U		U		U	U	
Sexual		l n	<u> </u>	Ω	l Λ	0	Λ	Ιn	0	0	Λ	0	0
Medical Faxmination		_	_	_		_		_	_	-			
Pay Including overtime				_		_	_	_			_	_	
Premotion/Non-Selection   0   0   1   100   0   0   0   0   0			_				_				_	_	
Reassignment Denied													
Denied	•				100	0	U		U		U	U	
Directed		Ι Λ	Λ	Λ	Ι 0	Ο	Λ	ο .	Λ	Ω	Λ	Ο	Λ
Reasonable Accommodation Disability				_				_			_	•	
Reinstakement 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			_	_					_				_
Religious Accommodation	,	_		_			•	·	_		_		
Retrement		_		_			_						
Sex-Sterebyping	3						_						
Telework		_	_	_			_	_				_	
Termination				_					_			_	_
Terms/Conditions of Employment			_	_			_					_	_
Time and Attendance			_	_			_	_	_			_	
Findings After Hearing    1		_	_	_			_					_	
Findings After Hearing			_				_					_	_
Appointment/Hire	Iraining	<u> </u>	U	1	100	U	U		U	υ	0	U	U
Appointment/Hire	Findings After Hearing	1 1	<u> </u>	1	l	0		1 2		0		0	
Assignment of Duties				U T	0		0		0		0		<u> </u>
Awards				_			_						
Conversion to Full Time/Perm Status         0				_			_				_		
Disciplinary Action   Demotion   O   O   O   O   O   O   O   O   O				_			_					_	
Demotion		U	U	U	U	U	Ü	Ü	Ü	U	Ü	Ü	Ü
Reprimand													
Suspension													
Removal	·												
Other			_	_				0			_		
Duty Hours							_					_	_
Perf. Eval./ Appraisal							_	•			0		
Examination/Test   0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0					_	_			0		0
Harassment   Non-Sexual   Sexual   O	Perf. Eval./ Appraisal	1	100	0		0	0	0			0	0	0
Non-Sexual	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	Harassment												
Medical Examination         0	Non-Sexual	0	0	0	0	0	0	0		0	0	0	0
Pay including overtime	Sexual	0	0	0	0	0	0	1	33	0	0	0	0
Promotion/Non-Selection	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied		0	0	1	100	0	0	0	0	0	0	0	0
Denied	Reassignment		<u> </u>			<u>l</u>						<u>l</u>	ı
Reasonable Accommodation Disability         0		0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement         0         <	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement         0         <		_	0	_			0	0					
Religious Accommodation         0	,		_	_			0	0	_		_	_	_
Retirement			_	_			_		_		_		
Sex-Stereotyping         0			_				_						
Telework			_				_	_					
Termination							_	_					
Terms/Conditions of Employment							_	_					
Time and Attendance 0 0 1 100 0 0 0 0 0 0 0 0 0 0 0 0 0 0							_				_	_	
Training         0         0         1         100         0	. ,	_		_								_	
Findings Without Hearing         1         0         0         1         0 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>_</td> <td>_</td> <td>_</td> <td></td> <td></td> <td></td> <td></td>							_	_	_				
Appointment/Hire         0         0         0         0         0         1         100         0         0         0           Assignment of Duties         0			_	1	TOO	()	()			9			
Appointment/Hire         0         0         0         0         0         1         100         0         0         0           Assignment of Duties         0			_	1	100	U	U						
Assignment of Duties 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Training	0	_		100	-	0			0		0	
Awards       0 <td>Training Findings Without Hearing</td> <td>0</td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td></td> <td>1</td> <td>-</td> <td></td> <td>0</td> <td></td> <td>0</td>	Training Findings Without Hearing	0	0	0		0		1	-		0		0
Conversion to Full Time/Perm Status         0	Training  Findings Without Hearing  Appointment/Hire	1 0	0	0	0	0 0	0	1 1	100	0		0	
Disciplinary Action   Demotion   O   O   O   O   O   O   O   O   O	Training  Findings Without Hearing  Appointment/Hire  Assignment of Duties	0 1 0 0	0 0 0	0 0 0	0 0	0 0	0 0	1 1 0	100	0	0	0	0
Demotion         0<	Training  Findings Without Hearing  Appointment/Hire  Assignment of Duties  Awards	0 1 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	1 1 0 0	100	0 0 0	0	0 0 0	0
Reprimand         0	Training  Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status	0 1 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	1 1 0 0	100	0 0 0	0	0 0 0	0
Suspension         0	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action	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	1 1 0 0	100 0 0	0 0 0 0	0 0	0 0 0 0	0 0 0
Removal         0 </td <td>Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion</td> <td>0 0 0 0 0</td> <td>0 0 0 0 0</td> <td>0 0 0 0 0</td> <td>0 0 0 0</td> <td>0 0 0 0 0</td> <td>0 0 0 0</td> <td>1 1 0 0 0</td> <td>100 0 0 0</td> <td>0 0 0 0</td> <td>0 0 0</td> <td>0 0 0 0</td> <td>0 0 0</td>	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion	0 0 0 0 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 1 0 0 0	100 0 0 0	0 0 0 0	0 0 0	0 0 0 0	0 0 0
Other         0 <td>Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand</td> <td>0 1 0 0 0 0</td> <td>0 0 0 0 0</td> <td>0 0 0 0 0 0</td> <td>0 0 0 0 0</td> <td>0 0 0 0 0</td> <td>0 0 0 0 0</td> <td>1 1 0 0 0</td> <td>100 0 0 0</td> <td>0 0 0 0</td> <td>0 0 0</td> <td>0 0 0 0</td> <td>0 0 0 0</td>	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand	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	1 1 0 0 0	100 0 0 0	0 0 0 0	0 0 0	0 0 0 0	0 0 0 0
Duty Hours         0	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension	0 0 0 0 0 0	0 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 1 0 0 0	100 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
Perf. Eval./ Appraisal         0	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal	0 0 0 0 0 0	0 0 0 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 1 0 0 0 0	100 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0 0
Examination/Test         0	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal Other	0 0 0 0 0 0 0 0	0 0 0 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 1 0 0 0 0	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
Harassment         0	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal Other Duty Hours	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 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 1 0 0 0 0 0 0 0	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
Non-Sexual 0 0 0 0 0 0 0 0 0 0 0 0	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal Other Duty Hours Perf. Eval./ Appraisal	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 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 1 0 0 0 0 0 0 0	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
	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal Other Duty Hours Perf. Eval./ Appraisal Examination/Test	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 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 1 0 0 0 0 0 0 0	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
Sexuai	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal Other Duty Hours Perf. Eval./ Appraisal Examination/Test Harassment	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 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 1 0 0 0 0 0 0 0 0 0	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
	Findings Without Hearing Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal Other Duty Hours Perf. Eval./ Appraisal Examination/Test Harassment Non-Sexual	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 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 1 0 0 0 0 0 0 0 0 0	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

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

	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status	Р	2020 thru										
riscal rears by Status	2015	2016	2017	2018	2019	9-30						
Total complaints from previous Fiscal Years	85	62	56	66	65	52						
Total Complainants	70	51	49	60	56	48						
Number complaints pending												
Investigation	0	0	1	1	1	1						
ROI issued, pending Complainant's action	0	1	0	0	1	0						
Hearing	81	60	53	62	53	48						
Final Agency Action	4	2	2	2	2	3						
Appeal with EEOC Office of Federal Operations	34	47	58	57	22	13						

	Comparative Data									
Complaint Investigations	Р	revious	Fiscal Y	ear Dat	ta	2020 thru				
	2015	2016	2017	2018	2019	9-30				
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	0	0	0				