

**EEO Data Posted Pursuant to the No FEAR Act
For 4th Quarter FY 2020 for Period Ending September 30, 2020**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 thru 9-30
	2015	2016	2017	2018	2019	
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

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 thru 9-30
	2015	2016	2017	2018	2019	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 thru 9-30
	2015	2016	2017	2018	2019	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
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 Warning	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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 thru 9-30
	2015	2016	2017	2018	2019	
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

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Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020 thru 9-30
	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
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	7	11	10	13	4	3

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 thru 9-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
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 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 9-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
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		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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020 thru 9-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
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

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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	2	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
Findings After Hearing	1		1		0		3		0		0	
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	2	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
Findings Without Hearing	1		0		0		1		0		0	
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 9-30
	2015	2016	2017	2018	2019	
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

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 thru 9-30
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	0	0	0