

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

NV24 (and below)

For 1st Quarter 2020 for period ending December 31, 2019

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Number of Complaints Filed | 59 | 72 | 75 | 60 | 74 | 74 |
| Number of Complainants | 55 | 70 | 75 | 58 | 70 | 70 |
| Repeat Filers | 4 | 1 | 0 | 2 | 4 | 4 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 23 | 25 | 30 | 21 | 27 | 27 |
| Color | 12 | 16 | 11 | 10 | 12 | 12 |
| Religion | 5 | 1 | 4 | 3 | 5 | 5 |
| Reprisal | 28 | 30 | 36 | 30 | 46 | 46 |
| Sex | 26 | 23 | 33 | 22 | 29 | 29 |
| PDA | 2 | 0 | 0 | 1 | 0 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin | 8 | 12 | 16 | 14 | 7 | 7 |
| Equal Pay Act | 0 | 2 | 1 | 0 | 2 | 2 |
| Age | 18 | 28 | 22 | 22 | 23 | 23 |
| Disability | 17 | 27 | 25 | 17 | 22 | 22 |
| Genetics | 0 | 0 | 1 | 0 | 1 | 1 |
| Non-EEO | 2 | 3 | 3 | 2 | 1 | 1 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Appointment/Hire | 6 | 2 | 3 | 6 | 5 | 5 |
| Assignment of Duties | 7 | 13 | 11 | 7 | 8 | 8 |
| Awards | 2 | 2 | 2 | 2 | 1 | 1 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 1 | 1 | 0 | 2 | 2 |
| Reprimand | 4 | 7 | 9 | 10 | 9 | 9 |
| Suspension | 0 | 0 | 5 | 6 | 11 | 11 |
| Removal | 1 | 5 | 3 | 2 | 3 | 3 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 1 | 0 | 1 | 1 | 1 |
| Perf. Eval./ Appraisal | 7 | 9 | 7 | 6 | 8 | 8 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 32 | 39 | 35 | 25 | 32 | 32 |

| | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Sexual | 0 | 6 | 4 | 3 | 3 | 3 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 2 | 3 | 1 | 1 | 1 |
| Promotion/Non-Selection | 10 | 13 | 8 | 10 | 15 | 15 |
| Reassignment | | | | | | |
| Denied | 0 | 2 | 0 | 2 | 0 | 0 |
| Directed | 6 | 2 | 0 | 0 | 1 | 1 |
| Reasonable Accommodation Disability | 5 | 4 | 5 | 7 | 6 | 6 |
| 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 | 1 | 0 | 0 |
| Telework | 0 | 1 | 2 | 1 | 5 | 5 |
| Termination | 1 | 3 | 4 | 6 | 8 | 8 |
| Terms/Conditions of Employment | 7 | 17 | 7 | 6 | 6 | 6 |
| Time and Attendance | 1 | 6 | 6 | 2 | 4 | 4 |
| Training | 2 | 5 | 4 | 0 | 3 | 3 |
| Other | | | | | | |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 226.45 | 201.19 | 204.02 | 200.96 | 221.54 | 221.54 |
| Average number of days in final action | 145.62 | 81.00 | 176.06 | 45.15 | 49.19 | 49.19 |

| Complaint pending during fiscal year where hearing was requested | | | | | | | | | | | | |
|--|---------------------------|--------|--------|--------|--------|--------|---|-----|---|---|---------------|---|
| Average number of days in investigation | 220.33 | 218.14 | 206.97 | 216.04 | 218.88 | 218.88 | | | | | | |
| Average number of days in final action | 103.67 | 42.83 | 318.56 | 30.25 | 23.68 | 23.68 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 239.15 | 186.08 | 214.60 | 187.81 | 242.71 | 242.71 | | | | | | |
| Average number of days in final action | 135.80 | 149.25 | 116.59 | 60.31 | 75.33 | 75.33 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru12-31 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Total Complaints Dismissed by Agency | 11 | 8 | 10 | 11 | 12 | 12 | | | | | | |
| Average days pending prior to dismissal | 99.45 | 22.13 | 55.4 | 36.36 | 78.58 | 78.58 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 3 | 2 | 5 | 10 | 4 | 4 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru12-31 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 3 | | 2 | | 1 | | 0 | | 0 | |
| Without Hearing | 0 | 0 | 3 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 2 | 100 | 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 | 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 | 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 |
| Other - User Define | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Findings Without Hearing | 0 | | 2 | | 0 | | 0 | | 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 | 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 | | | | | | | | | | | | |

| | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|---|---|---|---|---|---|
| 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 |
| Other - User Define | | | | | | | | | | | | |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Total complaints from previous Fiscal Years | 57 | 58 | 56 | 57 | 50 | 50 | | | | | | |
| Total Complainants | 44 | 45 | 46 | 54 | 48 | 48 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 2 | 4 | 2 | 4 | 3 | 3 | | | | | | |
| ROI issued, pending Complainant's action | 1 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Hearing | 49 | 50 | 54 | 57 | 43 | 43 | | | | | | |
| Final Agency Action | 6 | 8 | 3 | 1 | 5 | 5 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 75 | 77 | 84 | 87 | 96 | 96 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 6 | 4 | 4 | 5 | 6 | 6 | | | | | | |