



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

63394

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	<u>6</u>	<u>7</u>	13	9	4	4
Number of Complainants	5	7	13	7	4	4
Repeat Filers	1	0	0	2	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12- 31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	
Race	<u>3</u>	<u>0</u>	4	0	2	2
Color	<u>2</u>	<u>0</u>	0	1	0	0
Religion	<u>0</u>	<u>0</u>	0	0	0	0
Reprisal	<u>3</u>	<u>2</u>	5	5	3	3
Sex	<u>2</u>	<u>1</u>	6	2	2	2
PDA	<u>0</u>	<u>0</u>	0	0	0	0
National Origin	<u>0</u>	<u>2</u>	4	3	0	0
Equal Pay Act	<u>0</u>	<u>0</u>	0	0	1	1
Age	<u>1</u>	<u>1</u>	3	7	2	2
Disability	<u>3</u>	<u>4</u>	4	2	2	2
Genetics	<u>0</u>	<u>0</u>	1	0	0	0
Non-EEO	<u>0</u>	<u>0</u>	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12- 31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	
Appointment/Hire	<u>1</u>	<u>0</u>	1	4	1	1
Assignment of Duties	<u>1</u>	<u>0</u>	2	1	0	0
Awards	<u>0</u>	<u>0</u>	0	0	0	0
Conversion to Full Time/Perm Status	<u>0</u>	<u>0</u>	0	0	0	0
Disciplinary Action						
Demotion	<u>0</u>	<u>0</u>	0	0	0	0
Reprimand	<u>0</u>	<u>1</u>	2	0	1	1
Suspension	<u>0</u>	<u>0</u>	0	0	2	2
Removal	<u>0</u>	<u>0</u>	1	1	0	0
Other	<u>0</u>	<u>2</u>	0	0	0	0
Duty Hours	<u>0</u>	<u>0</u>	0	0	0	0
Perf. Eval./ Appraisal	<u>3</u>	<u>0</u>	2	0	0	0
Examination/Test	<u>0</u>	<u>0</u>	0	0	0	0
Harassment						
Non-Sexual	<u>1</u>	<u>2</u>	1	3	1	1
Sexual	<u>0</u>	<u>1</u>	2	0	0	0
Medical Examination	<u>0</u>	<u>0</u>	0	0	0	0
Pay including overtime	<u>0</u>	<u>0</u>	0	0	0	0
Promotion/Non-Selection	<u>0</u>	<u>0</u>	1	5	1	1
Reassignment						
Denied	<u>0</u>	<u>0</u>	0	0	0	0
Directed	<u>1</u>	<u>0</u>	0	0	0	0
Reasonable Accommodation Disability	<u>2</u>	<u>1</u>	0	0	0	0
Reinstatement	<u>0</u>	<u>0</u>	0	0	0	0
Religious Accommodation	<u>0</u>	<u>0</u>	0	0	0	0
Retirement	<u>0</u>	<u>0</u>	0	0	0	0
Sex-Stereotyping	<u>0</u>	<u>0</u>	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12- 31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	
Telework	<u>0</u>	<u>0</u>	0	0	0	0
Termination	<u>0</u>	<u>0</u>	3	1	0	0
Terms/Conditions of Employment	<u>1</u>	<u>0</u>	0	0	0	0
Time and Attendance	<u>0</u>	<u>0</u>	0	0	0	0
Training	<u>0</u>	<u>0</u>	0	0	1	1
Other						

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	157.75	192.00	172.17	171.67	207.00	207.00
Average number of days in final action	70.00	0	187.75	21.83	24.20	24.20
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	152.33	216.00	165.38	177.00	174.33	174.33
Average number of days in final action	0	0	0	19.25	18.50	18.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	174.00	168.00	185.75	179.50	305.00	305.00
Average number of days in final action	70.00	0	129.33	33.00	47.00	47.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	<u>1</u>	<u>1</u>	3	0	0	0
Average days pending prior to dismissal	21	23	27.67	0	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	<u>0</u>	<u>1</u>	1	8	1	1

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
With Hearing	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings	0		0		0		0		0		0	
Race	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Color	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Religion	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Reprisal	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Sex	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
PDA	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
National Origin	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Equal Pay Act	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Age	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Disability	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Genetics	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Non-EEO	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Race	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Color	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Religion	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Reprisal	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Sex	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
PDA	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
National Origin	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Equal Pay Act	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Age	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Disability	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Genetics	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 12- 31	
	2015		2016		2017		2018		2019			
#	%	#	%	#	%	#	%	#	%	#	%	
Non-EEO	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Color	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Religion	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Reprisal	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Sex	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
PDA	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
National Origin	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Equal Pay Act	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Age	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Disability	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Genetics	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Non-EEO	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		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												
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
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

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2020 Thru 12-31		
	2015		2016		2017		2018		2019				
	#	%	#	%	#	%	#	%	#	%	#	%	
Sex-Stereotyping	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Telework	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Termination	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Time and Attendance	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Training	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Other - User Define													
Findings After Hearing	0		0		0		0		0		0		
Appointment/Hire	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Awards	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Disciplinary Action													
Demotion	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Reprimand	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Suspension	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Removal	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Other	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Duty Hours	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Examination/Test	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Harassment													
Non-Sexual	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Sexual	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Medical Examination	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Pay including overtime	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Reassignment												
Denied	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Directed	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Reinstatement	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Religious Accommodation	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Retirement	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Telework	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Termination	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Time and Attendance	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Training	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Assignment of Duties	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Awards	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Reprimand	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Suspension	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Removal	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Other	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Duty Hours	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Examination/Test	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Sexual	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Medical Examination	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Pay including overtime	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Directed	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Reinstatement	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Religious Accommodation	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Retirement	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Telework	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Termination	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Time and Attendance	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	0	0
Training	<u>0</u>	0	<u>0</u>	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					2020 Thru 12- 31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	<u>16</u>	<u>11</u>	12	6	9	9
Total Complainants	6	5	6	6	6	6
Number complaints pending						
Investigation	<u>0</u>	<u>0</u>	0	0	0	0
ROI issued, pending Complainant's action	<u>0</u>	<u>0</u>	0	0	0	0
Hearing	<u>15</u>	<u>10</u>	12	6	8	8
Final Agency Action	<u>0</u>	<u>0</u>	0	0	1	1
Appeal with EEOC Office of Federal Operations	<u>3</u>	<u>3</u>	3	6	6	6

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12- 31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	<u>0</u>	<u>0</u>	0	0	0	0

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