

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

HQ/SOCR (and below)

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	134	153	130	164	181	175
Number of Complainants	134	151	130	164	180	170
Repeat Filers	0	2	0	0	1	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	45	53	39	58	64	55
Color	12	12	14	13	20	23
Religion	6	8	5	12	8	14
Reprisal	70	78	52	62	77	88
Sex	41	40	43	50	69	55
PDA	1	1	2	1	6	2
National Origin	22	23	34	26	25	38

Equal Pay Act	0	2	2	0	0	1
Age	41	36	27	38	47	40
Disability	31	41	32	47	46	59
Genetics	0	0	1	1	1	1
Non-EEO	2	3	7	11	5	9
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	1	3	19	22	27	9
Assignment of Duties	22	22	15	29	18	26
Awards	1	5	1	5	1	5
Conversion to Full Time/Perm Status	0	0	0	1	0	1
Disciplinary Action						
Demotion	0	3	0	1	1	0
Reprimand	10	9	5	9	13	8
Suspension	5	6	1	3	7	1
Removal	1	1	0	0	2	2
Other	0	0	0	0	0	11
Duty Hours	2	4	1	0	0	1
Perf. Eval./ Appraisal	24	29	17	21	36	32
Examination/Test	0	0	2	0	1	1
Harassment						
Non-Sexual	66	59	42	70	72	101
Sexual	2	3	4	8	3	6
Medical Examination	5	7	1	1	3	0
Pay including overtime	5	7	6	2	1	10

Promotion/Non-Selection	25	23	19	21	25	25
Reassignment						
Denied	1	4	0	4	1	4
Directed	5	4	0	4	0	7
Reasonable Accommodation Disability	10	15	8	15	12	12
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	2
Retirement	0	1	0	0	2	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	8	6
Termination	12	18	8	18	18	21
Terms/Conditions of Employment	9	8	31	31	24	27
Time and Attendance	10	13	7	12	14	13
Training	5	4	3	8	9	12
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	244.39	276.92	240.19	200.97	187.82	206.9
Average number of days in final action	125.02	246.41	57.61	58.05	54.44	51.27
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	243.97	296.05	254.02	214.41	205.34	215.60
Average number of days in final action	8.82	57.30	22.70	30.14	46.41	39.68
Complaint pending during fiscal year where hearing was not requested						

Reprisal	0	0	0	0	0	0	0	0	0	1	50	0	0
Sex	0	0	1	100	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	1	50	0	0
Equal Pay Act	0	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	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	100	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2017Thru09-30		
	2012		2013		2014		2015		2016				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		1		1		2		2		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	1	50	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	1	100	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	1	50	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	1	50	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	1	50	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 After Hearing	1		0		1		1		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												

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	1	50	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												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2017Thru09-30					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	0	0	0	110	110	137						
Total Complainants	141	175	186	104	108	132						
Number complaints pending												
Investigation	3	3	3	3	3	3						
ROI issued, pending Complainant's action	3	2	0	0	0	0						
Hearing	63	73	95	99	104	133						
Final Agency Action	10	3	7	8	4	2						
Appeal with EEOC Office of Federal Operations	48	59	82	3	9	11						
Complaint Investigations	Comparative Data						2017Thru09-30					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	21	21	7	3	2	5						