

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

HQ/SOCR (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	164	181	174	217	203	129
Number of Complainants	164	180	170	214	192	129
Repeat Filers	0	1	4	3	11	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	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	58	64	67	58	49	46
Color	13	20	23	21	21	18
Religion	12	8	15	10	16	4
Reprisal	62	77	91	97	95	61
Sex	50	69	59	84	73	49
PDA	1	6	2	7	4	1

National Origin	26	25	39	35	36	17
Equal Pay Act	0	0	1	0	0	0
Age	38	47	44	41	48	23
Disability	47	46	52	64	53	40
Genetics	1	1	1	3	2	2
Non-EEO	11	5	9	9	6	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<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	22	27	9	14	16	10
Assignment of Duties	29	18	27	29	21	18
Awards	5	1	5	5	2	3
Conversion to Full Time/Perm Status	1	0	1	1	0	0
Disciplinary Action						
Demotion	1	1	0	2	0	0
Reprimand	9	13	8	13	6	5
Suspension	3	7	1	9	3	2
Removal	0	2	2	1	4	1
Other	0	0	2	0	1	0
Duty Hours	0	0	1	2	0	1
Perf. Eval./ Appraisal	21	36	34	51	32	16
Examination/Test	0	1	1	2	1	1
Harassment						
Non-Sexual	70	72	103	119	89	62

Sexual	8	3	6	6	3	3
Medical Examination	1	3	0	5	4	5
Pay including overtime	2	1	12	7	6	6
Promotion/Non-Selection	21	25	26	25	26	24
Reassignment						
Denied	4	1	4	9	0	6
Directed	4	0	7	10	10	7
Reasonable Accommodation Disability	15	12	11	19	18	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	2	0	0	0
Retirement	0	2	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	8	6	8	1	10
Termination	18	18	23	16	22	5
Terms/Conditions of Employment	31	24	28	58	52	15
Time and Attendance	12	14	13	18	16	10
Training	8	9	12	10	5	2
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	200.97	187.82	207.17	231.30	251.16	247.26
Average number of days in final action	58.05	54.44	51.27	55.46	59.09	54.36

Complaint pending during fiscal year where hearing was requested													
Average number of days in investigation		214.41	205.34	215.60	228.90	269.86	256.84						
Average number of days in final action		30.14	46.41	39.68	46.54	42.45	43.23						
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		190.45	169.84	199.03	232.53	237.88	238.80						
Average number of days in final action		70.27	59.97	56.48	62.08	70.24	60.96						
Complaints Dismissed by Agency		Comparative Data											
		Previous Fiscal Year Data										2020Thru09-30	
		2015		2016		2017		2018		2019			
Total Complaints Dismissed by Agency		10	17	29	29	47	21						
Average days pending prior to dismissal		60	61	37	53	87	66						
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		6	16	16	16	22	14						
Total Final Agency Actions Finding Discrimination		Comparative Data											
		Previous Fiscal Year Data										2020Thru09-30	
		2015		2016		2017		2018		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		1		6		0		2		6		3	
Without Hearing		0	0	6	100	0	0	2	100	6	100	3	100
With Hearing		1	100	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020Thru09-30	
	2015		2016		2017		2018		2019			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		0		2		3		3	
Race	0	0	0	0	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	1	33	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	33
Reprisal	0	0	1	50	0	0	2	100	0	0	1	33
Sex	1	50	0	0	0	0	0	0	0	0	1	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	1	33	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	1	50	0	0	0	0	0	0	2	67	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	50	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		0		0		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	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Disability	1	100	0	0	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		2		0		2		3		3	
Race	0	0	0	0	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	1	33	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	33
Reprisal	0	0	1	50	0	0	2	100	0	0	1	33
Sex	0	0	0	0	0	0	0	0	0	0	1	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	1	33	1	33
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	0	0	0	0	0	0	0	0	2	67	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	100	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru09-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		2		3		3	
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	1	100	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	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	100	1	33	1	33
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	1	50	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	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	2	67	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	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	33	1	33
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		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	1	100	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	1		1		0		2		3		3	
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	1	100	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	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	100	1	33	1	33
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	1	100	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	2	67	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	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	33	1	33
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						2020Thru09-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	110	110	137	153	156	128						
Total Complainants	104	108	132	148	153	122						
Number complaints pending												
Investigation	3	3	3	5	5	8						
ROI issued, pending Complainant's action	0	0	0	0	1	2						
Hearing	99	104	133	134	145	100						
Final Agency Action	8	4	2	16	4	19						
Appeal with EEOC Office of Federal Operations	3	9	11	12	14	16						
Complaint Investigations	Comparative Data						2020Thru09-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	3	2	4	1	5	9						