

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

HHS (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2020Thru06-30 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Number of Complaints Filed | 430 | 502 | 491 | 452 | 407 | 292 |
| Number of Complainants | 416 | 487 | 476 | 437 | 395 | 282 |
| Repeat Filers | 14 | 15 | 14 | 14 | 10 | 7 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru06-30 |
| | 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> | 2015 | 2016 | 2017 | 2018 | 2019 | 2020Thru06-30 |
| Race | 204 | 235 | 228 | 204 | 188 | 144 |
| Color | 64 | 82 | 82 | 74 | 63 | 62 |
| Religion | 27 | 42 | 35 | 42 | 32 | 32 |
| Reprisal | 224 | 286 | 275 | 264 | 250 | 166 |
| Sex | 171 | 199 | 209 | 204 | 183 | 126 |
| PDA | 4 | 4 | 4 | 2 | 3 | 1 |
| National Origin | 77 | 99 | 85 | 74 | 79 | 67 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Equal Pay Act | 18 | 25 | 22 | 23 | 12 | 14 |
| Age | 147 | 177 | 149 | 127 | 143 | 90 |
| Disability | 138 | 161 | 169 | 164 | 158 | 107 |
| Genetics | 2 | 3 | 2 | 0 | 1 | 4 |
| Non-EEO | 35 | 20 | 24 | 19 | 11 | 11 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru06-30 |
| <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 | 31 | 46 | 23 | 29 | 34 | 22 |
| Assignment of Duties | 82 | 111 | 126 | 98 | 80 | 34 |
| Awards | 11 | 9 | 14 | 12 | 10 | 6 |
| Conversion to Full Time/Perm Status | 3 | 2 | 0 | 0 | 2 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 4 | 8 | 4 | 7 | 6 | 5 |
| Reprimand | 45 | 58 | 35 | 33 | 32 | 22 |
| Suspension | 19 | 26 | 25 | 19 | 15 | 15 |
| Removal | 18 | 17 | 15 | 21 | 14 | 14 |
| Other | 0 | 23 | 11 | 9 | 1 | 3 |
| Duty Hours | 16 | 18 | 24 | 28 | 13 | 7 |
| Perf. Eval./ Appraisal | 101 | 117 | 131 | 84 | 84 | 69 |
| Examination/Test | 1 | 1 | 1 | 0 | 1 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 240 | 258 | 281 | 260 | 222 | 147 |
| Sexual | 17 | 15 | 19 | 20 | 16 | 8 |
| Medical Examination | 2 | 5 | 4 | 7 | 2 | 4 |

| | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Pay including overtime | 9 | 29 | 25 | 23 | 19 | 6 |
| Promotion/Non-Selection | 62 | 85 | 66 | 59 | 62 | 35 |
| Reassignment | | | | | | |
| Denied | 12 | 25 | 15 | 15 | 9 | 4 |
| Directed | 20 | 36 | 17 | 26 | 17 | 7 |
| Reasonable Accommodation Disability | 63 | 69 | 78 | 74 | 74 | 42 |
| Reinstatement | 0 | 3 | 0 | 2 | 2 | 0 |
| Religious Accommodation | 0 | 0 | 1 | 3 | 2 | 2 |
| Retirement | 3 | 6 | 1 | 3 | 3 | 6 |
| Sex-Stereotyping | 0 | 1 | 0 | 1 | 1 | 0 |
| Telework | 0 | 34 | 28 | 29 | 25 | 24 |
| Termination | 38 | 50 | 49 | 26 | 26 | 26 |
| Terms/Conditions of Employment | 48 | 64 | 55 | 37 | 58 | 28 |
| Time and Attendance | 53 | 51 | 64 | 43 | 46 | 18 |
| Training | 27 | 30 | 36 | 32 | 30 | 17 |
| Other | | | | | | |
| User Defined - Other 1 | 0 | 2 | 1 | 1 | 1 | 1 |
| User Defined - Other 2 | 0 | 0 | 0 | 0 | 1 | 0 |
| User Defined - Other 3 | 0 | 0 | 0 | 0 | 1 | 0 |
| User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru06-30 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 227.88 | 206.62 | 189.89 | 203.20 | 210.45 | 188.94 |

| | | | | | | | | | | | | |
|--|---------------------------|--------|--------|--------|--------|--------|---|-----|---|----|---------------|----|
| Average number of days in final action | 173.09 | 121.31 | 154.29 | 107.57 | 120.45 | 122.32 | | | | | | |
| Complaint pending during fiscal year where hearing was requested | | | | | | | | | | | | |
| Average number of days in investigation | 225.84 | 219.17 | 200.71 | 215.27 | 208.58 | 200.43 | | | | | | |
| Average number of days in final action | 153.41 | 79.39 | 59.76 | 71.03 | 82.24 | 78.06 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 233.28 | 178.77 | 176.07 | 188.87 | 213.59 | 175.84 | | | | | | |
| Average number of days in final action | 180.93 | 127.62 | 201.52 | 127.59 | 164.22 | 170.76 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru06-30 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Total Complaints Dismissed by Agency | 61 | 45 | 42 | 21 | 14 | 10 | | | | | | |
| Average days pending prior to dismissal | 118 | 109 | 77 | 68 | 64 | 55 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 48 | 46 | 36 | 31 | 36 | 27 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru06-30 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 3 | | 6 | | 5 | | 3 | | 3 | | 4 | |
| Without Hearing | 0 | 0 | 5 | 83 | 4 | 80 | 3 | 100 | 2 | 67 | 1 | 25 |
| With Hearing | 3 | 100 | 1 | 17 | 1 | 20 | 0 | 0 | 1 | 33 | 3 | 75 |

| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
|---|---------------------------|-----|------|-----|------|-----|------|----|------|----|---------------|-----|
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru06-30 | |
| | 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 | | 4 | | 3 | | 3 | | 4 | |
| Race | 0 | 0 | 1 | 50 | 1 | 25 | 0 | 0 | 1 | 33 | 2 | 50 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 | 0 | 0 | 1 | 25 |
| Reprisal | 2 | 100 | 0 | 0 | 1 | 25 | 2 | 67 | 2 | 67 | 3 | 75 |
| Sex | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 50 |
| 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 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 25 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 1 | 50 | 2 | 50 | 0 | 0 | 1 | 33 | 2 | 50 |
| 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 | 2 | | 1 | | 1 | | 0 | | 1 | | 3 | |
| Race | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 67 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 |
| Reprisal | 2 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 3 | 100 |

| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
|---|---------------------------|-----|------|----|------|----|------|-----|------|----|---------------|----|
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru06-30 | |
| | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | # | % |
| | # | % | # | % | # | % | # | % | # | % | | |
| Total Number Findings | 2 | | 2 | | 4 | | 3 | | 3 | | 4 | |
| Appointment/Hire | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 25 |
| 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 | 2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 | 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 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 25 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 2 | 100 | 0 | 0 | 2 | 50 | 3 | 100 | 0 | 0 | 1 | 25 |
| 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 | 1 | 33 | 0 | 0 |

| | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|---|---|---|---|---|---|
| Other - User Define | | | | | | | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4 | 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 | | | | | 2020Thru06-30 | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Total complaints from previous Fiscal Years | 380 | 404 | 457 | 501 | 512 | 650 | | | | | | |
| Total Complainants | 360 | 384 | 434 | 467 | 472 | 601 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 23 | 10 | 18 | 22 | 20 | 41 | | | | | | |
| ROI issued, pending Complainant's action | 6 | 1 | 0 | 5 | 1 | 2 | | | | | | |
| Hearing | 317 | 354 | 401 | 444 | 427 | 457 | | | | | | |
| Final Agency Action | 26 | 41 | 39 | 35 | 59 | 136 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 53 | 130 | 154 | 182 | 178 | 190 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru06-30 | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 35 | 28 | 29 | 39 | 31 | 45 | | | | | | |