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

HHS (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2020Thru03-31						
	2015	2016	2017	2018	2019	2020111ru05-51						
Number of Complaints Filed	430	502	491	452	407	192						
Number of Complainants	416	487	476	437	395	188						
Repeat Filers	14	15	14	14	10	3						

Complaints by Docis			Com	1		
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru03- 31
Race	204	235	228	204	188	98
Color	64	82	82	74	63	40
Religion	27	42	35	42	32	24
Reprisal	224	286	275	264	250	98
Sex	171	199	209	204	183	87
PDA	4	4	4	2	3	0

National Origin	77	99	85	74	79	42
Equal Pay Act	18	25	22	23	12	7
Age	147	177	149	127	143	62
Disability	138	161	169	164	158	71
Genetics	2	3	2	0	1	0
Non-EEO	35	20	24	19	11	6
			Com	parativ	ve Data	1
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru03- 31
Appointment/Hire	31	46	23	29	34	16
Assignment of Duties	82	111	126	98	80	23
Awards	11	9	14	12	10	3
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	9
Suspension	19	26	25	19	15	8
Removal	18	17	15	21	14	7
Other	0	23	11	9	1	2
Duty Hours	16	18	24	28	13	5
Perf. Eval./ Appraisal	101	117	131	84	84	30
Examination/Test	1	1	1	0	1	0
Harassment						
Non-Sexual	240	258	281	260	222	95

Sexual	17	15	19	20	16	2
Medical Examination	2	5	4	7	2	2
Pay including overtime	9	29	25	23	19	4
Promotion/Non-Selection	62	85	66	59	62	30
Reassignment						
Denied	12	25	15	15	9	3
Directed	20	36	17	26	17	3
Reasonable Accommodation Disability	63	69	78	74	74	27
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	15
Termination	38	50	49	26	26	16
Terms/Conditions of Employment	48	64	55	37	58	19
Time and Attendance	53	51	64	43	46	15
Training	27	30	36	32	30	10
Other						
User Defined - Other 1	0	2	1	1	1	0
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

				Co	mp	ara	ative I	Data	
Processing Time		Previo	us Fi	isca	al Y	ear	r Data		2020Thru03-
	2015	2016	5 2	201	7	2	018	2019	31
Complaints pending durin	g fiscal y	ear							
Average number of days in investigation	227.88	206.6	2 1	89.	89	20	03.20	210.45	192.43
Average number of days in final action	173.09	121.3	1 1:	54.	54.29)7.57	120.45	138.93
Complaint pending during	fiscal ye	ar whei	e he	arir	ng w	as	reques	sted	
Average number of days in investigation	225.84	219.1	7 2	00.	71	21	15.27	208.58	210.60
Average number of days in final action	153.41	79.39) 5	59.7	76	7	1.03	82.24	88.42
Complaint pending during	fiscal ye	ar whei	e he	arir	ıg w	as	not re	quested	
Average number of days in investigation	233.28	178.7	7 1	76.	07	18	88.87	213.59	168.86
Average number of days in final action	180.93	127.6	2 2	01.	52	12	27.59	164.22	164.89
					C	om	parat	ive Data	
Complaints Dismisse Agency	d by	Pre	eviou	ıs F	isca	ıl Y	Year D	ata	2020Thru03-
<i>.</i>		2015	201	6	201	7	2018	2019	31
Total Complaints Dismiss Agency	ed by	61	45		42),	21	14	8
Average days pending pridismissal	or to	118	109	9	77	7 68		64	37
Con	plaints V	Withdr	awn	by	Co	mp	olainai	nts	
Total Complaints Withdra Complainants	wn by	48	46		36)	31	36	14

					(Comj	para	ative	Dat	ta		
Total Final Agency			Pre	evious	Fis	scal Y	ear	Data	a		2020	Thru03-
Actions Finding Discrimination		2015		2016	2	017	20	018	20	019		31
	7	# %	, ;	# %	#	%	#	%	#	%	#	%
Total Number Findings	3	3		5	5		3		3		4	
Without Hearing	(0 0		5 83	4	80	3	100	2	67	1	25
With Hearing		3 10	0	1 17	1	20	0	0	1	33	3	75
Findings of					C	Comp	ara	tive I	Data	a		
Discrimination Rendered by Basis]	Pre	vious	Fis	cal Y	ear	Data	l		2020	Thru03-
Note: Complaints can be	2	015	15 2016			017	20	018	20	019		31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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
Sex	0	0	1	100	0	0	0	0	0	0	2	67
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	33
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	33
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	0		1		3		3		2		1	
Race	0	0	0	0	1	33	0	0	1	50	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	33	0	0	0	0
Reprisal	0	0	0	0	0	0	2	67	2	100	0	0
Sex	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	2	67	0	0	1	50	1	100

Genetics	0	0 0	0	0	C	0	0	0 0	0	0	0	0
Non-EEO	C	0	0	0	C	0	C	0	0	0	0	0
					(Comp	ara	tive I)ata	ì		
Findings of			Pre	vious	Fis	cal Y	ear	Data			2020	Thru03-
Discrimination Rendered by Issue	2	2015		016	2	017	2	018	2	019		31
	#	%	#	%	#	%	#	%	#	%	#	%
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

Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	33	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	1	50	1	50	2	50	0	0	1	33	1	25
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	1	25
Termination	0	0	0	0	0	0	0	0	0	0	1	25
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	1	25
Training	0	0	0	0	0	0	0	0	0	0	1	25
Other - User Define				-				-				
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	1	25
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

Findings After Hearing	2		1		1		0		1		3	
Appointment/Hire	0	0	1	100	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	33
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	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	1	50	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	2	100	0	0	1	100	0	0	0	0	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	0	0	0	0	0	0	0	0	1	100	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

Hearing Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without	0		1		3		3		2		1	
Other 4		0				0						
User Defined -	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 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	1	33
Other - User Define												
Training	0	0	0	0	0	0	0	0	0	0	1	33
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	33
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	1	33
Telework	0	0	0	0	0	0	0	0	0	0	1	33
Sex-Stereotyping	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
Religious Accommodation	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
Reasonable Accommodation Disability	1	50	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	1	50	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	1	33	3	100	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	1	50	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												1
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	1	100	2	67	0	0	1	50	1	100
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

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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				-						-		
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
							Com	parat	tive	Data	1	
Pending Complaints Filed in Previous Fiscal Years by Status				Previous Fiscal Year Data 20							2020Thru03-	
					, 200	ıs Fis	Cai	ı caı ı	Dui		2020	Thru03-
			2	2015	201		017	2018		2019	2020	Thru03- 31
	revio	ous		380		6 2		T	3 2			
Fiscal Years	revio	ous	(201	6 2	017	2018	3 2	2019		31
Fiscal Years Total Complainants			(380	201 404	6 2	017	2018 501	3 2	2019 512		31 734
Fiscal Years Total Complainants				380	201 404	6 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	017	2018 501	3 2	2019 512		31 734
Total Complainants Number complaints pe	ndin			380	201 404 384	6 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	0 17 -57 -34	2018 501 467	3 2	2019 512 472		734 679
Fiscal Years Total Complainants Number complaints pe Investigation ROI issued, pending	ndin			380 360 23	201 404 384	6 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	017 -57 -34	501 467	3 2	2019 512 472		3173467961
Fiscal Years Total Complainants Number complaints pe Investigation ROI issued, pending Complainant's action	ndin			380 360 23 6	38 ² 10	6 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	017 -57 -34 -18 0	501 467 22 5	3 2	2019 512 472 20		31734679617

	Comparative Data								
Complaint Investigations	Pro	evious	2020Thru03-						
	2015	2016	2017	2018	2019	31			
Pending Complaints Where Investigations Exceed Required Time Frames	35	28	29	39	31	41			