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

HHS (and below)

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

				Compa	arative	Data		
Complaint Activity		Previo	ous Fisca	al Year	Data		2020Th	•
	2015	2016	2017	2018	2	019	2020Thru06-3)U
Number of Complaints Filed	430	502	491	452	4	407	292	
Number of Complainants	416	487	476	437	3	395	282	
Repeat Filers	14	15	14	14		10	7	
			С	ompara	ative D	ata		
Complaints by Basis		Previo						
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2	015	2016	2017	2018	2019	2020Thru06- 30	
Race	2	204	235	228	204	188	144	
Color		64	82	82	74	63	62	
Religion		27	42	35	42	32	32	
Reprisal	2	224	286	275	264	250	166	
Sex	1	71	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				Com	parati	ve Data	l
Complaints by Issue		Pr	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases m equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru06- 30	
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					26	17	7
Reasonable Accommodation Disability	nmodation Disability				74	74	42
Reinstatement						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
	Comparative Data						
Processing Time		Previous	Fiscal	Year	Data		2020Thru06-
	2015	2016	2017	20	18	2019	30
Complaints pending during fiscal year							
Average number of days in investigation	227.88	206.62	189.8	9 203	.20 2	210.45	188.94

Average number of days in final action	173.	.09	121.3	31	154.	.29	107	7.57	120	.45	12	22.32
Complaint pending during fiscal year v	where	hear	ring w	as r	eque	ested		-			-	
Average number of days in investigation	225.	.84	219.1	7	200.	.71	215	5.27	208	.58	20	00.43
Average number of days in final action	153.	53.41 79		9	59.76		71.03		82.24		7	8.06
Complaint pending during fiscal year v	where	hear	ring w	as n	ot re	eques	sted	1			-	
Average number of days in investigation	233.	.28	178.7	7	176.07		188.87		213	.59	17	75.84
Average number of days in final action	180.	.93	127.6	52	201.	.52	127.59		164.22		17	0.76
		Comparative Data										
Complaints Dismissed by Agen	cy		Pr	evio	ous I	Fisca	l Y	ear D	ata		20207	0 <u>(</u> 20
		ſ	2015	20	16	201	7	2018	20	19	202011	hru06-30
Total Complaints Dismissed by Agency	y		61	4	-5	42		21	1	4		10
Average days pending prior to dismissa	al		118	10	09	77		68	6	54		55
Complain	its Wit	thdr	awn	by (Com	plai	nan	nts				
Total Complaints Withdrawn by Complainants			48	4	-6	36		31	3	6		27
						Com	pai	rative	Da	ta		
Total Final Agency Actions Finding	g	Previous Fiscal Year Data 2020Thru06-									Thru06-	
Discrimination	2	2015	5 2	016	20	017	2	018	20)19		30
	#	! %	6 #	%	#	%	#	%	#	%	#	%
Total Number Findings	3	,	6		5		3		3		4	
				1				100				
Without Hearing	0	0 0) 5	83	4	80	3	100	2	67	1	25

Findings of Discrimination Rendered	endered Comparative Data											
by Basis]	Pre	vious	Fis	cal Ye	ear	Data	a		2020	Thru06-
Note: Complaints can be filed alleging multiple bases. The sum of the bases	2	015	2	016	2	017	20	018	2	019		30
mattifie 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
	<u> </u>											
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

	1		-	I					_			
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
				<u> </u>			• <u>•</u> ••••••••••••••••••••••••••••••••••					
indings 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	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data											
Findings of Discrimination			Pr	eviou	s Fis	scal Y	ear	Data			20	20Thru06-
Rendered by Issue		015	2	016	2	017	2	018	2	019		30
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	1		1		1					1	1
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		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		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
Reasonable Accommodation Disability	1	50	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	1	33
Termination	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
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	33
Training	0	0	0	0	0	0	0	0	0	0	1	33
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	1	33
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 Without Hearing	0		1		3		3		2		1	
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	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												·
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
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
		<u> </u>		•	<u> </u>		Con	nparat	ive	Dat	a	
Pending Complaints Filed in Prev Years by Status	ious	Fiscal		Pre	evious	Fis	scal Y	Year D	ata			
				2015	2016	2	017	2018	20	19	2020)Thru06-30
Total complaints from previous Fisc	al Ye	ears		380	404	2	457	501	5	12		650
Total Complainants				360	384	2	434	467	4′	72		601
Number complaints pending												
Investigation				23	10		18	22	2	20		41
ROI issued, pending Complaina	nt's a	ction		6	1		0	5		1		2
Hearing				317	354	354 401		401 444		27	457	
Final Agency Action				26	41		39	35	5	69		136
Appeal with EEOC Office of Fe Operations	deral			53	130	1	154	182	1′	78		190
						Con	nparat	ive	Dat	a		
Complaint Investigation	S			Pre	evious	Fis	scal Y	Year D	ata	L	202	20Thru06-
				2015	2016	2	2017	2018	20)19		30
Pending Complaints Where Investigations Exceed Required Time Frames		IS		35	28		29	39	3	31		45