

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

RD (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	37	49	28	30	45	62
Number of Complainants	37	48	28	30	45	62
Repeat Filers	0	1	0	0	0	0
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	16	16	15	14	27	26
Color	3	5	0	2	9	2
Religion	1	1	0	1	1	2
Reprisal	17	30	15	11	18	28
Sex	20	21	8	13	19	19
PDA	0	0	0	0	0	0
National Origin	3	4	5	4	3	4
Equal Pay Act	1	2	0	0	0	0

Age	13	14	12	11	19	22
Disability	11	6	7	9	9	18
Genetics	0	0	0	0	0	0
Non-EEO	5	4	2	3	2	6
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	0	0	0	1	1	4
Assignment of Duties	6	12	8	7	12	5
Awards	3	2	1	1	1	1
Conversion to Full Time/Perm Status	0	1	0	0	0	1
Disciplinary Action						
Demotion	1	0	0	0	1	0
Reprimand	8	0	0	0	1	2
Suspension	4	2	0	2	0	1
Removal	1	0	0	0	0	0
Other	0	0	0	0	1	1
Duty Hours	2	0	0	1	2	0
Perf. Eval./ Appraisal	3	7	5	6	8	10
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	22	29	11	14	21	34
Sexual	1	0	0	1	2	1
Medical Examination	0	0	0	0	0	1
Pay including overtime	0	5	3	2	0	0
Promotion/Non-Selection	6	13	13	8	15	16
Reassignment						
Denied	1	0	2	2	1	2

Directed	4	1	1	4	3	1
Reasonable Accommodation Disability	4	5	1	7	4	10
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	5	5
Termination	2	2	4	1	6	3
Terms/Conditions of Employment	6	12	5	10	8	6
Time and Attendance	7	5	5	2	8	4
Training	4	4	3	1	3	5
Other						
User Defined - Other 1	0	0	0	0	2	1
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
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	367.68	288.96	196.03	233.24	187.58	165.45
Average number of days in final action	150.05	157.46	168.18	260.35	116.89	121.15
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	358.88	283.64	207.05	210.27	191.10	167.16
Average number of days in final action	113.17	92.86	212.93	143.57	142.67	112.38
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	378.25	296.79	177.67	266.93	181.42	163.74

Average number of days in final action	167.08	181.26	116.54	342.10	84.67	129.41		
Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					2017Thru09-30		
	2012	2013	2014	2015	2016			
Total Complaints Dismissed by Agency	5	4	6	2	2	13		
Average days pending prior to dismissal	275	67	109	59	94	25		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	3	2	3	2	2	2		
Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2017Thru09-30		
	2012	2013	2014	2015	2016			
	#	%	#	%	#	%	#	%
Total Number Findings	0	1	4	0	1	1		
Without Hearing	0	0	0	0	0	0	0	
With Hearing	0	1	4	0	0	1	100	
Findings of Discrimination Rendered 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 and findings.</i>	#	%	#	%	#	%	#	%
Total Number Findings	1	4	4	0	1	1		
Race	0	0	2	50	0	0	1	100
Color	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Reprisal	0	1	2	50	1	100	0	0
Sex	0	1	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0

National Origin	0	0	2	50	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	2	50	0	0	0	0	0	0	1	100
Disability	1	100	1	25	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	1	25	0	0	0	0	0	0
Findings After Hearing	0		1		4		0		0		1	
Race	0	0	0	0	2	50	0	0	0	0	1	100
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	2	50	0	0	0	0	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	1	100
Disability	0	0	1	100	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	1	25	0	0	0	0	0	0
Findings Without Hearing	1		3		0		0		1		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	1	33	0	0	0	0	1	100	0	0
Sex	0	0	1	33	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	2	67	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	2	67	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru09-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		4		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	25	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	1	100	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	1	25	1	25	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	0	0	1	25	2	50	0	0	1	100	1	100
Reassignment												

Termination	0	0	1	33	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	33	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
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	57	57	59	50	28	31						
Total Complainants	50	53	54	46	28	31						
Number complaints pending												
Investigation	9	7	6	6	0	0						
ROI issued, pending Complainant's action	3	0	0	0	0	0						
Hearing	31	34	46	39	21	31						
Final Agency Action	17	17	9	7	7	0						
Appeal with EEOC Office of Federal Operations	4	4	4	2	5	14						
Complaint Investigations	Comparative Data						2017Thru09-30					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	14	7	6	6	0	1						