

2017 No Fear Tables

Table 1 - 29 CFR §1614.704(a) - (c) / 29 CFR §1614.705 Comparative Data

Complaint Activity	FY2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Number of Complaints Filed 16.14.704(a)	65	53	57	62	63	83
Number of Complaints 1614.704(b)	65	53	57	62	58	83
Repeat Filers 1614.704(c)	0	0	0	0	5	0

Table 1a - 29 CFR §1614.704(d) / 29 CFR §1614.705 Comparative Data

Complaints by Basis	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Race	22	24	26	25	28	35
Color	3	6	8	3	10	10
Religion	2	6	5	3	5	7
Reprisal	35	31	29	41	42	44
Sex	25	12	21	24	18	26
PDA	1	0	0	1	0	0
National Origin	5	10	6	6	2	7
Equal Pay Act	1	0	0	0	3	1
Age	16	17	19	21	21	20
Disability	22	17	19	19	25	24
Genetics	0	0	0	0	0	0
Non-EEO	4	3	3	5	1	4

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints file.

Table 1b - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

Complaints by Issue	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Appointment/Hire	1	4	3	1	5	4
Assignment of Duties	14	12	10	14	16	21
Awards	0	1	2	2	0	3
Conversion to Full Time/Perm Status	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple cases. The sum of the bases may not equal total complaints filed.

Table 1c - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

Complaints by Disciplinary Action	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Demotion	0	0	1	0	0	0
Reprimand	2	9	9	8	5	13
Suspension	3	2	0	6	2	1
Removal	1	2	0	0	2	0
Other	4	0	0	0	3	5
Duty Hours	2	1	1	1	1	3
Perf. Eval./Appraisal	21	19	24	28	22	22
Examination/Test	0	0	0	0	1	0

Table 1d - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

Complaints by Harassment	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Non-Sexual	38	27	27	38	27	23
Sexual	3	2	1	4	3	3
Medical Examination	0	1	0	1	1	0

Complaints by Harassment	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Pay Including Overtime	2	3	2	1	5	3
Promotion/Non-Selection	14	16	11	15	11	18

Table 1d - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

Complaint by Reassignment	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Denied	2	3	2	2	0	3
Directed	1	6	1	5	3	1
Reasonable Accommodation Disability	9	7	8	6	11	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	6	5	0	0	0
Termination	5	4	3	7	7	9
Terms/Conditions of Employment	6	11	11	16	8	10
Time and Attendance	9	2	6	9	7	9
Training	1	4	7	3	1	3

Table 1e- 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

Complaint by Other	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
User Defined – Other 1	0	0	0	0	1	1
User Defined – Other 2	0	0	0	0	0	1

Complaint by Other	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
User Defined – Other 3	0	0	0	0	0	0
User Defined – Other 4	0	0	0	0	0	0

Table 2 - 29 CFR §1614.704(F)

Processing Time (Complaints Pending During Fiscal Year)	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Average number of days in investigation	199.06	248.81	258.32	252.97	173.98	160.63
Average number of days in final action	433.32	130.96	143.44	86.35	81.81	55.09

Table 2a - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was requested)	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Average number of days in investigation	205.38	284.11	248.41	261.36	179.63	173.50
Average number of days in final action	73.22	38.17	93.70	69.00	21.67	19.85

Table 2b - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was not requested)	2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Average number of days in investigation	186.42	190.75	271.91	238.77	161.44	143.90
Average number of days in final action	748.33	155.31	223.71	203.50	117.90	100.90

Table 3 - 29 CFR §1614(g) / 29 CFR §1614.705 Comparative Data

Complaints Dismissed by Agency pursuant to 1614.107(a)	FY2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Total complaints dismissed by Agency	3	6	6	3	8	20
Average days pending prior to dismissal	60	168	132	72	72	63

Table 3a - 29 CFR §1614(g) / 29 CFR §1614.705 Comparative Data

Complaints Withdrawn by Complainants	FY2017 Thru 12-31	FY2016	FY2015	FY2014	FY2013	FY2012
Total Complaints Withdrawn by Complainants	8	8	6	13	4	3

Table 4 - 29 CFR §1614.704(h) 29 CFR §1617.705

Total Final Agency Actions Finding Discrimination	FY2017 Thru 12-31 #	FY2017 Thru 12-31 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2013 %	FY 2012 #	FY 2012 %
Total Number of Findings	1		2		2		0		1		0	
Without Hearing	1	100	2	100	0	0	0	0	1	100	0	0
With Hearing	0	0	0	0	2	100	0	0	0	0	0	0

Table 5 - 29 CFR §1617.704(i) / 29 CFR §1614.705 Comparative Data

Findings of Discrimination Rendered by Basis	FY2017 Thru 12-31 #	FY2017 Thru 12-31 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2013 %	FY 2012 #	FY 2012 %
Total Number of Findings	1		0		2		0		1		0	
Race	0	0	0	0	0	0	0	0	1	100	0	0

Findings of Discrimination Rendered by Basis	FY2017 Thru 12-31 #	FY2017 Thru 12-31 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2013 %	FY 2012 #	FY 2012 %
Disability	1	100	0	0	0	0	0	0	1	100	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

Table 6 - 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

Findings of Discrimination Rendered by Issue	FY2017 Thru 12-31 #	FY2017 Thru 12-31 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2013 %	FY 2012 #	FY 2012 %
Total Number Findings	1		0		2		0		1		0	
Appointment / Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	2	100	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

Table 6a – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

Findings of Discrimination Rendered by Disciplinary Action	FY2017 Thru 12-31 #	FY2017 Thru 12-31 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2013 %	FY 2012 #	FY 2012 %
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	2	100	0	0	0	0	0	0

Table 6k – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

Findings of Discrimination Rendered by Reassignment	FY2017 Thru 12-31 #	FY2017 Thru 12-31 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2013 %	FY 2012 #	FY 2013 %
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	100	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	1	100	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

Table 7 – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

Pending Complaints Filed in previous Fiscal Years by Status	2017 Thru 12-31	2016	2015	2014	2013	2012
Total complaints from previous Fiscal Years	55	60	61	43	38	17

Pending Complaints Filed in previous Fiscal Years by Status	2017 Thru 12-31	2016	2015	2014	2013	2012
Total Complaints	54	59	59	40	38	17

Table 7a – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

Number of Complaints Pending	2017 Thru 12-31	2016	2015	2014	2013	2012
Investigation	1	1	4	2	1	1
ROI Issued, Pending Complainant's Action	0	0	2	1	0	0
Hearing	48	49	40	29	30	13
Final Agency Action	6	11	6	8	4	1
Appeal with EEOC Office of Federal Operations	27	25	16	7	11	9

Table 7b – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

Complaint Investigations	2017 Thru 12-31	2016	2015	2014	2013	2012
Pending Complaints Where Investigations Exceed Required Time Frames	5	2	6	4	0	1