

2018 1st Qtr No Fear Tables

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

Complaint Activity	FY2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Number of Complaints Filed 16.14.704(a)	14	65	53	57	62	63
Number of Complaints 1614.704(b)	13	65	53	57	62	58
Repeat Filers 1614.704(c)	1	0	0	0	0	5

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

Complaints by Basis	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Race	4	22	24	26	25	28
Color	0	3	6	8	3	10
Religion	0	2	6	5	3	5
Reprisal	7	35	31	29	41	42
Sex	3	25	12	21	24	18
PDA	1	1	0	0	1	0
National Origin	0	5	10	6	6	2
Equal Pay Act	0	1	0	0	0	3
Age	5	16	17	19	21	21
Disability	6	22	17	19	19	25
Genetics	0	0	0	0	0	0
Non-EEO	0	4	3	3	5	1

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	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Appointment/Hire	2	1	4	3	1	5
Assignment of Duties	2	14	12	10	14	16
Awards	0	0	1	2	2	0
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	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Demotion	0	0	0	1	0	0
Reprimand	1	2	9	9	8	5
Suspension	0	3	2	0	6	2
Removal	0	1	2	0	0	2
Other	0	4	0	0	0	3
Duty Hours	0	2	1	1	1	1
Perf. Eval./Appraisal	2	21	19	24	28	22
Examination/Test	0	0	0	0	0	1

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

Complaints by Harassment	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Non-Sexual	2	38	27	27	38	27
Sexual	0	3	2	1	4	3
Medical Examination	0	0	1	0	1	1

Complaints by Harassment	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Pay Including Overtime	0	2	3	2	1	5
Promotion/Non-Selection	1	14	16	11	15	11

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

Complaint by Reassignment	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Denied	0	2	3	2	2	0
Directed	0	1	6	1	5	3
Reasonable Accommodation Disability	2	9	7	8	6	11
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	6	5	0	0	0
Termination	0	5	4	3	7	7
Terms/Conditions of Employment	1	6	11	11	16	8
Time and Attendance	3	9	2	6	9	7
Training	0	1	4	7	3	1

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

Complaint by Other	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
User Defined – Other 1	0	0	0	0	0	1
User Defined – Other 2	0	0	0	0	0	0

Complaint by Other	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
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)	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Average number of days in investigation	262.31	199.06	248.81	258.32	252.97	173.98
Average number of days in final action	161.50	433.32	130.96	143.44	86.35	81.81

Table 2a - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was requested)	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Average number of days in investigation	266.80	205.38	284.11	248.41	261.36	179.63
Average number of days in final action	76.00	73.22	38.17	93.70	69.00	21.67

Table 2b - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was not requested)	2018 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Average number of days in investigation	259.50	186.42	190.75	271.91	238.77	161.44
Average number of days in final action	247.00	748.33	155.31	223.71	203.50	117.90

Findings of Discrimination Rendered by Basis	FY2018 Thru 12-31 #	FY2018 Thru 12-31 %	FY 2017 #	FY 2017 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2013 %
Disability	0	0	1	100	0	0	0	0	0	0	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

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

Findings of Discrimination Rendered by Issue	FY2018 Thru 12-31 #	FY2018 Thru 12-31 %	FY 2017 #	FY 2017 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2013 %
Total Number Findings	0		1		0		2		0		1	
Appointment / Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	2	100	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	FY2018 Thru 12-31 #	FY2018 Thru 12-31 %	FY 2017 #	FY 2017 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2013 %
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	2	100	0	0	0	0

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

Findings of Discrimination Rendered by Reassignment	FY2018 Thru 12-31 #	FY2018 Thru 12-31 %	FY 2017 #	FY 2017 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2014 %
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	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	0	0	1	100
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	2018 Thru 12-31	2017	2016	2015	2014	2013
Total complaints from previous Fiscal Years	99	55	60	61	43	38

Pending Complaints Filed in previous Fiscal Years by Status	2018 Thru 12-31	2017	2016	2015	2014	2013
Total Complaints	97	54	59	59	40	38

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

Number of Complaints Pending	2018 Thru 12-31	2017	2016	2015	2014	2013
Investigation	26	1	1	4	2	1
ROI Issued, Pending Complainant's Action	4	0	0	2	1	0
Hearing	55	48	49	40	29	30
Final Agency Action	6	6	11	6	8	4
Appeal with EEOC Office of Federal Operations	29	27	25	16	7	11

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

Complaint Investigations	2018 Thru 12-31	2017	2016	2015	2014	2013
Pending Complaints Where Investigations Exceed Required Time Frames	4	5	2	6	4	0