29 CFR §1614.704(a) - ©	29 CFR §1614.705 Comparative Dat							
Complaint Activity	Previous Fiscal Year Data							
Complaint Activity	2013	2014	2015	2016	2017	2018		
Number of Complaints Filed in FY 1614.704(a)	2047	2139	2397	2598	2571	2813		
Number of Complainants 1614.704(b)	1934	2013	2280	2474	2568	2692		
Repeat Filers 1614.704(c)	99	115	107	115	92	109		

29 CFR §1614.704(d)	29 CFR §1614.704(d) 29 CFR §1614.705 Comparative Data					а				
Complaints by Basis	Pr	evious Fis	scal Yea	r Data		2018				
	2013	2014	2015	2016	2017					
Race	721	787	891	963	982	992				
Color	55 101 114 140 128 73 58 73 88 98									
Religion	73	105								
Reprisal	865	919	1040	1086	1088	1209				
Sex	530	593	699	768	836	806				
National Origin	166	160	184	207	210	249				
Equal Pay Act	11	20	15	24	29	18				
Age	494	522	572	667	720	644				
Disability	586	635	766	862	902	1095				
GINA	3 2 2 4 7									
Other	0 0 0 0 0									
Non-EEO										

29 CFR §1614.704(e)	29 (FR §1614	I.705 Co	mparat	ive Data	a
Complaints by Issue	Pro	evious Fis	scal Yea	r Data		2018
	2013	2014	2015	2016	2017	
Appointment/Hire	66	63	78	67	70	93
Assignment of Duties	101	132	237	205	236	239
Awards	18	21	13	18	23	8
Conversion to Full-time	0	3	1	1	1	1
Disciplinary Action	305	346	414	419	483	471
Demotion	15	15	14	8	15	19
Reprimand	58	61	68	64	74	123
Suspension	101	89	127	109	122	128
Removal	43	54	42	47	70	92
Warning	88	127	163	191	202	151
Duty Hours	49	50	94	78	68	77
Evaluation Appraisal	161	150	223	256	229	341
Examination/Test	0	1	2	3	1	2
Harassment	1058	1163	1409	1511	1634	1685
Non-Sexual	984	1078	1312	1425	1524	1631
Sexual	74	85	97	86	110	112
Medical Examination	7	7	8	4	4	4
Pay (Including Overtime)	100	128	135	142	168	145
Promotion/Non-Selection	343	385	390	442	419	384
Reassignment	77	82	101	122	128	248
Denied		13	31	20	22	27
Directed		69	70	102	106	227
Reasonable Accommodation	186	240	307	297	301	391
Reinstatement	0	1	0	4	1	0
Religious Accommodation	0	0	0	0	9	10
Retirement	22	26	35	43	39	46
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	20	32
Termination	130	161	179	182	166	249
Terms/Conditions of Employment	33	41	47	37	41	60
Time and Attendance	153	194	272	286	299	332
Training	49	60	85	84	74	71
Other	237	277	301	352	363	155

Processing Time "post the average length of time it					Previo	us Fisc	al Year	Data				Num.	Ave. Days
complete each step of the process for every complain pending during any time of the then fiscal year.		Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	20	18
		201	2013 2014 2015 2016 2017							17	l		
All complaints pending in Investigative Stage	1614.704	818	158.2	634	125.1	938	142.4	1141	161.5	863	139.9	834	149.
All complaints pending in Final Agency Action Stage	(f) (1)	213	535.3	311	478.1	208	665.3	298	728.0	293	610.0	734	647.
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	197	507	298	468.8	195	654.7	290	719.6	275	568.9	683	574.
Time in Investigation Stage	1	197	207.2	298	203.3	195	196.4	290	218.2	275	222.6	683	192.
Time to issue Final Agency Action	1	515	125	523	136	659	139	588	115	558	126	449	14
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1683	714.7	2180	722.4	2387	832.1	2947	866.5	3520	921.8	3911	962.
Time in Investigation Stage		1683	201.8	2180	206.2	2387	204.4	2947	212.5	3520	223.8	3911	211.
Time to issue Final Agency Action	1	320	14	287	17	266	10	263	6	253	5	453	

29 CFR §1614.704(g)	29 (CFR §1614	1.705 Cc	mparat	ive Dat	а		
Complaints Dismissed by Agency Pursuant to	Previous Fiscal Year Data							
1614.107(a)	2013	2014	2015	2016	2017	2018		
Total Complaints Dismissed by Agency	345	283	291	369	424	496		
Average days pending prior to dismissal	61.4	58.0	51.9	58.4	48.8	49.9		

29 CFR §1614.704(h)	29 CFR	§1614.705	Compa	arative I	Data	
	Previous Fiscal Year Data					2018
Complaints Withdrawn by Complainants	2013	2014	2015	2016	2017	
Total Complaints Withdrawn by Complainants	62	179	143	171	208	208

29 CFR §1614.704(i)				29 CF	R §161	4.705 C	ompara	tive Data	a			
			F	revious	s Fiscal	Year Da	ata				20	10
Total Final Agency Actions Finding Discrimination	2013 2014 2015 2016 2017						2010					
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	36	1	31	100%	33	100%	35	100%	33	100%	42	100%
Without Hearing 704(h)(2)	20	56%	15	48%	21	64%	19	54%	18	55%	18	43%
With Hearing 704(h)(3)	16	44%	16	52%	12	36%	16	46%	15	45%	24	57%

29 CFR §1614.704(j)				29 CF	R §161	4.705 C	ompara	tive Data	а				
			F	Previous	s Fisca	Year Da	ata				20	40	
Findings of Discrimination Rendered by Basis	2013		2014		2015		2016		2017		20	2018	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(j)(1)	36	100%	31	100%	33	100%	35	100%	33	100%	42	100%	
Race	4	11%	7	23%	8	24%	4	11%	6	18%	10	24%	
Color			1	3%			1	3%			0	0%	
Religion	2	6%			1	3%	1	3%	1	3%	1	2%	
Reprisal	13	36%	14	45%	15	45%	18	51%	14	42%	11	26%	
Sex	7	19%	5	16%	5	15%	9	26%	5	15%	11	26%	
National Origin	2	6%	1	3%	1	3%					1	2%	
Equal Pay Act											0	0%	
Age	1	3%	2	6%	2	6%	3	9%	2	6%	1	2%	
Disability	9	25%	12	39%	9	27%	10	29%	12	36%	23	55%	
Non-EEO													

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
			F	Previous	Fiscal	Year Da	ata				20	40
Findings of Discrimination Rendered by Basis	20	13	20	14	20)15	20)16	20	17	20	10
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered	16	44%	16	100%	12	100%	16	100%	15	100%	24	100%
After Hearing 704(j)(3)												
Race	2	50%	3	19%	6	50%	3	19%	5	33%	9	38%
Color			1	6%			1	6%			0	0%
1	1	50%					1	6%	1	7%	0	0%
Reprisal	5	38%	7	44%	8	67%	12	75%	7	47%	7	29%
Sex	4	57%	3	19%	2	17%	3	19%	1	7%	9	38%
National Origin	1	50%									1	4%
Equal Pay Act											0	0%
Age	1	100%	1	6%	2	17%	3	19%	2	13%	1	4%
Disability	2	22%	8	50%	3	25%	4	25%	5	33%	11	46%
Non-EEO					_							

29 CFR §1614.704(j)				29 CF	R §161	4.705 C	ompara	tive Data	3			
			F	Previous	Fiscal	Year Da	ata				20	10
Findings of Discrimination Rendered by Basis	20	13	20	14	2015		2016		2017		20	10
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	36	100%	31	100%	33	100%	35	100%	33	100%	42	100%
Number Findings Rendered Without Hearing 704(j)(2)	20	56%	15	100%	21	100%	19	100%	18	100%	18	100%
Race	2	50%	4	27%	3	14%	1	5%	1	6%	1	6%
Color											0	0%
Religion	1	50%			1	5%					1	6%
Reprisal	8	62%	7	47%	7	33%	6	32%	7	39%	4	22%
Sex	3	43%	2	13%	3	14%	6	32%	4	22%	2	11%
National Origin	1	50%	1	7%	1	5%					0	0%
Equal Pay Act											0	0%
Age			1	7%							0	0%
Disability	7	78%	4	27%	6	29%	6	32%	7	39%	12	67%
Non-EEO												

29 CFR §1614.704(k)				29 CF	R §161	4.705 Co	mpara	tive Data	3			
Findings of Discrimination Rendered by Issue			F	Previous	Fiscal	Year Da	ıta				2018	
Findings of Discrimination Rendered by Issue	201	3	20	14	20	15	20)16	20	17		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	36	100%	31	100%	33	100%	35	100%	33	100%	42	100%
Appointment/Hire	1	3%					2	6%	1	3%		
Assignment of Duties	1	3%			2	6%	1	3%	2	6%		
Awards			1	3%								
Conversion to Full-time					1	3%						
Disciplinary Action	2	6%							3	9%		
Demotion					1	3%						
Reprimand					2	6%			1	3%		
Suspension	1	3%			2	6%	1	3%				
Removal	1	3%	1	3%					2	6%		
Other					1	3%						
Duty Hours	1	3%	1	3%	2	6%	1	3%	1	3%		
Evaluation Appraisal	1	3%	1	3%	7	21%	1	3%	1	3%	1	2%
Examination/Test												
Harassment	12	33%	11	35%	11	33%			7	21%	17	40%
Non-Sexual	6	17%	9	29%	10	30%	11	31%	4	12%	13	31%
Sexual	6	17%	2	6%	2	6%	8	23%	3	9%	4	10%
Medical Examination							1	3%				
Pay (Including Overtime)	2	6%			3	9%	2	6%			1	2%
Promotion/Non-Selection	3	8%	3	10%	3	9%	3	9%	5	15%	6	14%
Reassignment	1	3%							3	9%	1	2%
Denied	1	3%			1	3%						
Directed			3	10%	1	3%			3	9%	1	2%
Reasonable Accommodation	10	28%	10	32%	5	15%	6	17%	9	27%	12	29%
Reinstatement												
Religious Accommodation											1	2%
Retirement												
Sex- Stereotyping							ĺ					
Telework							ĺ					
Termination	4	11%	4	13%	2	6%	5	14%	4	12%		
Terms/Conditions of Employment					2	6%	4	11%	2	6%	1	2%
Time and Attendance			1	3%	1	3%	1	3%			1	2%
Training					1	3%	ĺ				1	2%
Other	4	11%	6	19%	3	9%	7	20%	4	12%	7	17%

29 CFR §1614.704(k)				29 CF	R §161	4.705 Cd	ompara	tive Data	a			
Findings of Discrimination Bandarad by Issue			F	revious	Fiscal	Year Da	ata				20	18
Findings of Discrimination Rendered by Issue	201	3	20	14	20	15	20	016	20	17		ļ
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	36	100%	16	100%	12	100%	16	100%	15	100%	24	100%
Appointment/Hire	1	100%					1	6%				
Assignment of Duties					2	17%	1	6%				
Awards			1	6%								
Conversion to Full-time												
Disciplinary Action	2	100%							2	13%		
Demotion												
Reprimand									1	7%		
Suspension	1	100%			1	8%	1	6%				
Removal	1	100%							1	7%	i	-
Other					1	8%					i	-
Duty Hours	1	100%	1	6%	1	8%	1	6%	1	7%		
Evaluation Appraisal	1		1	6%	7	58%	1	6%	1	7%	1	4%
Examination/Test	1											
Harassment	5	42%	6	38%	7	58%			4	27%	12	50%
Non-Sexual	2	33%	6	38%	7	58%	8	50%	3	20%	10	42%
Sexual	3	50%					3	19%	1	7%	2	8%
Medical Examination							1	6%				
Pay (Including Overtime)	2	100%			1	8%	1	6%				
Promotion/Non-Selection	3	100%	2	13%	2	17%	3	19%	3	20%	5	21%
Reassignment									2	13%	1	4%
Denied	1											
Directed			1	6%	1	8%	1	6%	2	13%	1	4%
Reasonable Accommodation	2	20%	6	38%	2	17%	2	13%	3	20%	5	21%
Reinstatement	1											
Religious Accommodation												
Retirement												
Sex-Stereotyping												
Telework												
Termination	3	75%	2	13%			3	19%	2	13%		
Terms/Conditions of Employment					1	8%	2	13%	2	13%	1	4%
Time and Attendance			1	6%		- 70	1	6%		12.0	1	4%
Training			•		1	8%	1	2,0			1	4%
Other	1	25%			1	8%	ľ				1	4%

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data									2018		
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	36	100%	31	100%	33	100%	35	100%	33	100%	42	100%
Findings Without Hearing 704(k)(2)	20	56%	15	100%	21	100%	19	100%	18	100%	18	100%
Appointment/Hire							1	5%	1	6%		
Assignment of Duties	1	100%							2	11%		
Awards												
Conversion to Full-time					1	5%						
Disciplinary Action									1	6%		
Demotion					1	5%						
Reprimand					2	10%						
Suspension					1	5%						
Removal			1	7%					1	6%		
Other												
Duty Hours					1	5%						
Evaluation Appraisal	1	100%							1	6%		
Examination/Test												
Harassment	7	58%			6	29%			3	17%	5	28%
Non-Sexual	4	67%	4	27%	4	19%	3	16%	1	6%	3	17%
Sexual	3	50%	2	13%	2	10%	5	26%	2	11%	2	11%
Medical Examination												
Pay (Including Overtime)					2	10%	1	5%			1	6%
Promotion/Non-Selection			1	7%	1	5%			2	11%	1	6%
Reassignment	1	100%							1	6%		
Denied					1	5%						
Directed	1	100%	2	13%			2	11%	1	6%		
Reasonable Accommodation	8	80%	4	27%	3	14%	4	21%	6	33%	7	39%
Reinstatement												
Religious Accommodation											1	6%
Retirement												
Sex-Stereotyping												
Telework												
Termination	1	25%	2	13%	2	10%	2	11%	2	11%		
Terms/Conditions of Employment					1	5%	2	11%				
Time and Attendance					1	5%						
Training												

Other	3	75%	6	2	10%	7	37%	4	22%	6	33%

29 CFR §1614.704(I)	29 CFR §1614.705 Comparative Dat					а	
Complaints Pending From Previous Fiscal Years by Status	Pr	2018					
	2013	2014	2015	2016	2017		
Total complaints from previous Fiscal Years 704(I)(1)	1590	1930	2429	3106	3647	4332	
Total Complainants 704(I)(2)	1403	1696	2106	2691	3146	3734	
Number complaints pending: 704(I)(3)							
Investigation	3	13	11	18	14	8	
ROI issued, pending Complainant's action	6	6	13	9	18	18	
Hearing	1353	1648	1946	2475	2979	3286	
Final Agency Action	111	147	129	206	153	444	
Appeal with EEOC Office of Federal Operations	116	116	330	390	480	574	

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data							
Complaint Investigations		Previous Fiscal Year Data						
Complaint investigations	2013	2014	2015	2016	2017	2018		
Number Pending Completion of Investigation	817	634	938	1139	861	833		
Pending Investigations Over Required Time Frames	180	37	109	284	80	144		