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

National Park Service: NPS (and below)

For 1st Quarter 2018 for period ending December 31, 2017

	Comparative Data											
Complaint Activity	Pr	evious	ıta	2018Thru12-31								
	2013	2014	2015	2016	2017	20101111u12-31						
Number of Complaints Filed	88	101	85	76	87	20						
Number of Complainants	87	100	84	74	87	20						
Repeat Filers	1	1	1	2	0	0						

Complaints by Dasis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious I	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru12- 31
Race	27	24	31	22	26	7
Color	8	8	10	9	8	2
Religion	2	7	1	1	2	0
Reprisal	48	49	33	39	34	12
Sex	20	39	26	23	37	7
PDA	0	0	1	1	3	0

National Origin	8	11	12	9	12	2
Equal Pay Act	0	1	1	0	0	0
Age	24	38	26	20	35	2
Disability	31	33	28	28	17	12
Genetics	0	0	0	0	0	0
Non-EEO	3	3	2	2	1	0
		-	Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru12- 31
Appointment/Hire	7	13	8	20	14	2
Assignment of Duties	18	15	15	8	12	1
Awards	1	1	1	1	3	0
Conversion to Full Time/Perm Status	0	0	0	0	1	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	3	8	7	3	6	1
Suspension	7	3	6	1	3	0
Removal	1	1	1	2	2	2
Other	7	4	0	0	0	0
Duty Hours	5	5	5	0	4	0
Perf. Eval./ Appraisal	11	13	7	8	10	0
Examination/Test	0	0	0	0	2	0
Harassment						
Non-Sexual	40	35	29	32	38	6

Sexual	2	4	6	4	1	0
Medical Examination	2	1	1	1	0	0
Pay including overtime	1	0	3	3	4	0
Promotion/Non-Selection	8	16	19	10	7	5
Reassignment						
Denied	0	1	0	1	0	0
Directed	1	5	3	0	3	2
Reasonable Accommodation Disability	15	6	8	10	4	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	1	0	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	2	0	0
Termination	9	10	4	3	7	1
Terms/Conditions of Employment	11	12	13	7	15	1
Time and Attendance	8	11	5	4	4	2
Training	1	4	2	2	2	0
Other						
User Defined - Other 1	7	4	0	0	1	1
User Defined - Other 2	2	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

						Comp	oarative :	Data	
Processing Time			Prev	vious	Fi	scal Y	ear Data	ı	2018Thru12-
	20)13	20)14	2	2015	2016	2017	31
Complaints pending during	g fis	cal y	ear						
Average number of days in investigation	34	4.07	254	4.77	2	14.90	197.67	184.92	153.69
Average number of days in final action	172.45		38'	7.78	12	29.68	85.48	53.89	39.14
Complaint pending during	fisc	al ye	ar w	here	hea	aring v	as reque	ested	1
Average number of days in investigation	35:	5.77	253	3.68	22	25.52	206.91	183.33	154.36
Average number of days in final action	154	4.72	544	4.04	8	5.69	18.00	36.20	20.33
Complaint pending during	fisc	al ye	ar w	here	hea	aring v	as not re	equested	
Average number of days in investigation	319	9.00	259	9.90	18	30.79	191.35	186.03	153.54
Average number of days in final action	180	5.12	270	0.58	20	00.88	119.21	65.85	56.00
						Con	nparativ	e Data	
Complaints Dismissed by Agency	y		Pr	eviou	ıs l	Fiscal	Year Da	ita	2018Thru12-
8		20	13	201	4	2015	2016	2017	31
Total Complaints Dismisse by Agency	ed	8		5		8	3	8	0
Average days pending price to dismissal	or	146	.75	209	.2	113.5	202	128.13	0
Com	plai	ints V	With	drav	vn	by Co	mplaina	nts	
Total Complaints Withdra by Complainants	wn	5		14		5	6	6	2

					(Com	par	ative	Da	ta		
Total Final Agency		P	rev	ious	Fis	cal Y	Yea	r Da	ta		2018	Γhru12-
Actions Finding Discrimination	20	13	20	14	20	15	2	016	20)17		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		1		0		0	
Without Hearing	0	0	0	0	1	50	1	100	0	0	0	0
With Hearing	0	0	0	0	1	50	0	0	0	0	0	0
Findings of Discrimination												
Rendered by Basis	Previous Fiscal Year Data										2018	Thru12-
Note: Complaints can be	20	013	20	014	2	015	,	2016	2	017		31
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	# %	#	%	#	%
Total Number Findings	0		0		2		()	0		0	
Race	0	0	0	0	0	0	(0	0	0	0	0
Color	0	0	0	0	0	0	(0	0	0	0	0
Religion	0	0	0	0	0	0	(0	0	0	0	0
Reprisal	0	0	0	0	0	0	(0	0	0	0	0
Sex	0	0	0	0	1	50	(0 0	0	0	0	0
PDA	0	0	0	0	0	0	(0	0	0	0	0
National Origin	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
Age	0	0	0	0	0	0	(0	0	0	0	0
Disability	0	0	0	0	1	50	(0	0	0	0	0
Genetics	0	0	0	0	0	0		0	0	0	0	0
Non-EEO	0	0	0	0	0	0		0	0	0	0	0

Findings After Hearing	0		0		1		0		0		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	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	1	100	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	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 Without Hearing	0		0		1		0		0		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	0	0	0	0	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	0	0
Disability	0	0	0	0	1	100	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
						Comp	ara	tive	Da	ta		
Findings of Discrimination		P	rev	ious	Fis	scal Y	ear	Dat	a		2018	Chru12-
Rendered by Issue	20)13	20)14	2	015	20)16	20)17		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		0		0	
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	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	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	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Medical Examination	0	0	0	0	1	50	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	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	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	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
Findings After Hearing	0		0		1		0		0		0	
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	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	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	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	1	100	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	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	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

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
		1		1								
Findings Without Hearing	0		0		1		0		0		0	
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	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	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	1	<u> </u>	1	<u> </u>	1	1	1	<u> </u>	1	<u> </u>	I	·

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	1	100	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	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	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	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-
	2013	2014	2015	2016	2017	31
Total complaints from previous Fiscal Years	100	73	78	82	76	134
Total Complainants	98	68	74	78	76	133
Number complaints pending						
Investigation	6	2	0	1	0	7
ROI issued, pending Complainant's action	0	0	0	0	0	8
Hearing	67	62	75	75	75	110
Final Agency Action	30	11	4	7	1	6
Appeal with EEOC Office of Federal Operations	15	26	30	32	14	19
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-
	2013	2014	2015	2016	2017	31
Pending Complaints Where Investigations Exceed Required Time Frames	7	0	1	6	0	1