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

## **National Park Service:NPS (and below)**

				Cor	npa	rative	Data					
Complaint Activity		Previo	us Fis	cal Y	Year	. Data		2018Thru09-30				
	201	.3 201	14 20	)15	20	16 20	017	20181111009-50				
Number of Complaints Filed	88	3 10	1 8	35	7	6 8	87	97				
Number of Complainants	87	/ 10	0 8	34	7	4 8	87	94				
Repeat Filers	1	1		1	2	2	0	3				
				C	Com	parati	ve Dat	a				
Complaints by Basis		Pro	evious	ous Fiscal Year Data								
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal toto complaints filed.		2013	2014	20	015	2016	2017	2018Thru09- 30				
Race		27	24	3	1	22	26	31				
Color		8	8	1	0	9	8	11				
Religion		2	7		1	1	2	2				
Reprisal		48	49	3	3	39	34	49				
Sex		20	39	2	.6	23	37	32				
PDA		0	0		1	1	3	0				

For 4th Quarter 2018 for period ending September 30, 2018

Non-EEO	3	3	2	2	1	5
Genetics	0	0	0	0	0	0
Disability	31	33	28	28	17	37
Age	24	38	26	20	35	23
Equal Pay Act	0	1	1	0	0	0
National Origin	8	11	12	9	12	9

Comulainta hu Isauc			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	2018Thru09- 30
Appointment/Hire	7	13	8	20	14	10
Assignment of Duties	18	15	15	8	12	5
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	2
Suspension	7	3	6	1	3	5
Removal	1	1	1	2	2	6
Other	7	4	0	0	0	0
Duty Hours	5	5	5	0	4	0
Perf. Eval./ Appraisal	11	13	7	8	10	6
Examination/Test	0	0	0	0	2	0
Harassment						
Non-Sexual	40	35	29	32	38	42

Sexual	2	4	6	4	1	3
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	17
Reassignment						
Denied	0	1	0	1	0	1
Directed	1	5	3	0	3	5
Reasonable Accommodation Disability	15	6	8	10	4	11
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	2
Termination	9	10	4	3	7	5
Terms/Conditions of Employment	11	12	13	7	15	7
Time and Attendance	8	11	5	4	4	3
Training	1	4	2	2	2	1
Other						
User Defined - Other 1	7	4	0	0	1	0
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	arative	Data	
Processing Time		]	Prev	vious	Fi	scal Y	ear Dat	a	2018Thru09-
	20	)13	20	)14	2	2015	2016	2017	30
Complaints pending during	g fis	cal ye	ear						
Average number of days in investigation	34	4.07	254	184.92	146.95				
Average number of days in final action	17	2.45	38′	387.78		29.68	85.48	53.89	44.86
Complaint pending during	fisc	al ye	ar w	here	hea	aring w	as reque	ested	1
Average number of days in investigation	35:	5.77	253	3.68	22	25.52	206.91	183.33	154.61
Average number of days in final action	154	4.72	544	44.04		5.69	18.00	36.20	31.26
Complaint pending during	fisc	al ye	ar w	r where		aring w	as not r	equested	1
Average number of days in investigation	31	9.00	00 259		18	30.79	191.35	186.03	138.25
Average number of days in final action	18	5.12	270	0.58	20	00.88	119.21	65.85	48.43
			-			Con	nparativ	e Data	·
Complaints Dismissed b Agency	у		Pr	eviou	ıs l	Fiscal	Year Da	nta	2018Thru09-
		201	13	201	4	2015	2016	2017	30
Total Complaints Dismisse by Agency	ed	8		5		8	3	8	3
Average days pending price to dismissal	or	146	.75	209	.2	113.5	202	128.13	94.33
Com	plai	ints V	Vith	ndrav	vn	by Co	mplaina	nts	
Total Complaints Withdray by Complainants	wn	5		14		5	6	6	6

						Com	par	rative	Da	ta		
Total Final Agency		P	rev	ious	Fis	cal Y	Yea	r Dat	a		20187	[hru09-
Actions Finding Discrimination	20	)13	20	14	20	)15	2	016	20	)17		30
	#	%	#	%	#	%	#	%	#	%	#	%
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	Comparative Data											
Rendered by Basis	Previous Fiscal Year Data											Chru09
Note: Complaints can be	20	013	2	014	2	015		2016	2	017		30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	¢ %	#	%	#	%
Total Number Findings	0		0		2		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	50	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	50	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 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
	1		İ		i	0	İ		İ			0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Comp	pare	ntive	Da	ta		
Findings of Discrimination		I	Prev	vious	Fis	cal Y	ear	Dat	a		2018	Fhru09-
Rendered by Issue	20	)13	20	)14	2	015	20	)16	20	)17		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		0		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	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						<u> </u>						
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				-	-	-		-		<u> </u>	·	<u>.</u>
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

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								<u> </u>				<u>.</u>
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
	1	1	1	1	1		1	1	1	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	1	1		1			1	1			1	1
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	I	1	I	1	<u> </u>	1	1	1		1	1
Non-Sexual	0	0	0	0	0	0	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	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										8		1
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-
	2013	2014	2015	2016	2017	30
Total complaints from previous Fiscal Years	100	73	78	82	76	90
Total Complainants	98	68	74	78	76	89
Number complaints pending						1
Investigation	6	2	0	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	67	62	75	75	75	87
Final Agency Action	30	11	4	7	1	2
Appeal with EEOC Office of Federal Operations	15	26	30	32	14	16
Complaint Investigations	Comparative Data					
	Pro	evious	2018Thru09-			
	2013	2014	2015	2016	2017	30
Pending Complaints Where Investigations Exceed Required Time Frames	7	0	1	6	0	2