

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: National Park Service:NPS (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	88	101	85	76	87	97
Number of Complainants	87	100	84	74	87	94
Repeat Filers	1	1	1	2	0	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	27	24	31	22	26	31
Color	8	8	10	9	8	11
Religion	2	7	1	1	2	2
Reprisal	48	49	33	39	34	49
Sex	20	39	26	23	37	32
PDA	0	0	1	1	3	0

National Origin	8	11	12	9	12	9
Equal Pay Act	0	1	1	0	0	0
Age	24	38	26	20	35	23
Disability	31	33	28	28	17	37
Genetics	0	0	0	0	0	0
Non-EEO	3	3	2	2	1	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	344.07	254.77	214.90	197.67	184.92	146.95
Average number of days in final action	172.45	387.78	129.68	85.48	53.89	44.86
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	355.77	253.68	225.52	206.91	183.33	154.61
Average number of days in final action	154.72	544.04	85.69	18.00	36.20	31.26
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	319.00	259.90	180.79	191.35	186.03	138.25
Average number of days in final action	186.12	270.58	200.88	119.21	65.85	48.43
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	8	5	8	3	8	3
Average days pending prior to dismissal	146.75	209.2	113.5	202	128.13	94.33
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	14	5	6	6	6

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	100	73	78	82	76	90
Total Complainants	98	68	74	78	76	89
Number complaints pending						
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					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	7	0	1	6	0	2