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

## **Office of the Secretary:OS (and below)**

				Cor	npa	rative	Data					
<b>Complaint Activity</b>		Previo	ous Fis	cal Y	lea	r Data		2019Th00 20				
	201	.3 20	14 20	015	20	16 20	017	2018Thru09-30				
Number of Complaints Filed	32	2 3	2	46	5	1 4	40	53				
Number of Complainants	31	. 3	2	46	5	0 4	40	53				
Repeat Filers	1	0	)	0	1	1	0	0				
Complaints by Pasis				C	om	parativ	ve Da	ta				
Complaints by Basis		Previous 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	15	2016	2017	2018Thru09- 30				
Race		14	11	2	7	18	16	24				
Color		5	5	(	5	7	8	9				
Religion		2	4	(	)	1	1	4				
Reprisal		18	12	2	7	37	27	36				
Sex		17	10	2	3	20	15	24				
PDA		0	0		1	0	0	0				

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

National Origin	3	5	6	4	6	8
Equal Pay Act	0	0	0	0	0	0
Age	10	10	18	11	12	22
Disability	4	14	13	10	10	12
Genetics	0	1	0	0	0	0
Non-EEO	0	1	1	0	0	0
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Converte into her Loren			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	0	1	2	0	0	0
Assignment of Duties	3	5	6	4	3	6
Awards	0	1	1	0	0	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	2	4	4	1	1	4
Suspension	3	3	1	1	3	2
Removal	0	0	0	1	2	0
Other	0	0	0	0	0	0
Duty Hours	2	2	1	0	0	0
Perf. Eval./ Appraisal	9	7	8	8	8	20
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	10	10	23	12	19	27

Sexual	2	1	1	1	0	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	0	2	0	0
Promotion/Non-Selection	6	3	13	18	11	16
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	1	0	1	1	2
Reasonable Accommodation Disability	3	7	6	2	3	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	1	5	0	5
Termination	0	2	2	3	0	0
Terms/Conditions of Employment	10	9	13	22	13	19
Time and Attendance	4	3	2	1	3	4
Training	2	2	3	1	1	3
Other						
User Defined - Other 1	0	4	0	0	0	0
User Defined - Other 2	0	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		Previ	ous	Fis	cal Y	ear Data	L	2018Thru09-
	2013	201	4	20	)15	2016	2017	30
Complaints pending during	g fiscal y	vear						
Average number of days in investigation	464.67	367.	71	29	9.04	164.93	175.41	182.19
Average number of days in final action	88.84	80.1	5	35	5.69	28.95	22.00	24.00
Complaint pending during	fiscal ye	ear who	ere h	near	ring w	as reque	sted	1
Average number of days in investigation	529.33	358.	75	38	4.07	169.76	168.69	193.29
Average number of days in final action	64.67	50.6	50	27	7.67	17.78	9.60	16.70
Complaint pending during	fiscal ye	ear who	ere h	near	ring w	as not re	quested	
Average number of days in investigation	335.33	389.	20	16	6.78	153.73	191.67	142.71
Average number of days in final action	97.00	106.	00	42	2.22	39.00	37.50	32.86
					Co	omparati	ve Data	•
Complaints Dismissed Agency	by	Pr	evio	ous	Fisca	l Year D	ata	2018Thru09-
6 V		2013	201	14	2015	5 2016	2017	30
Total Complaints Dismisse Agency	ed by	3	5		5	6	6	3
Average days pending pric dismissal	or to	260	84.	.4	79.8	80.33	163.5	87
Com	plaints	Withd	raw	n b	oy Co	mplaina	nts	
Total Complaints Withdra Complainants	wn by	2	3			0	2	6

	Comparative Data											
Total Final Agency		Pr	evio	ous I	Fisc	al Y	ear	Data	a		2018Thru09-	
Actions Finding Discrimination	20	013	20	14	20	15	20	)16	20	)17		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination					С	omp	ara	ntive	Da	ta		
Rendered by Basis		Pı	evi	ous	Fisc	al Y	'ear	<sup>.</sup> Dat	a		2018	Chru09
Note: Complaints can be	2	013	20	)14	20	)15	2	016	2	017	-	30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		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	1	100	0	0	0	0	0	0	0	0	0	0
Sex	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Disability	1	100	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 After Hearing	1		0		0		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	1	100	0	0	0	0	0	0	0	0	0	0
Sex	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Disability	1	100	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
			<u> </u>									
Findings Without Hearing	0		0		0		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	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
			<u> </u>	<u>.</u>	C	lomp	ara	ntive	Da	ta		
Findings of Discrimination		Pr	evi	ous	Fisc	al Y	ear	Dat	a		2018	Fhru09-
Rendered by Issue		013	20	)14	20	)15	20	2016		)17		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0	1	0		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												
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	1	100	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>				- -
Non-Sexual	1	100	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	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
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	1		0		0		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	1	100	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	1	100	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	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
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
Findings Without Hearing	0		0		0		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
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	1	1	1	1	1	1	1	1	I
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	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>						-
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				<u> </u>				<u> </u>		<u> </u>		
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					2018Thru09-
	2013	2014	2015	2016	2017	30
Total complaints from previous Fiscal Years	24	26	24	29	48	52
Total Complainants	24	26	24	29	48	52
Number complaints pending						1
Investigation	16	10	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	17	23	24	28	48	52
Final Agency Action	1	0	0	1	0	0
Appeal with EEOC Office of Federal Operations	37	41	44	52	10	4
Complaint Investigations	Comparative Data					
	Pro	evious	2018Thru09-			
	2013	2014	2015	2016	2017	30
Pending Complaints Where Investigations Exceed Required Time Frames	24	10	0	0	0	0