

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

Office of the Secretary:OS (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	32	32	46	51	40	53
Number of Complainants	31	32	46	50	40	53
Repeat Filers	1	0	0	1	0	0
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>	2013	2014	2015	2016	2017	2018Thru09-30
Race	14	11	27	18	16	24
Color	5	5	6	7	8	9
Religion	2	4	0	1	1	4
Reprisal	18	12	27	37	27	36
Sex	17	10	23	20	15	24
PDA	0	0	1	0	0	0

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
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	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

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	464.67	367.71	299.04	164.93	175.41	182.19
Average number of days in final action	88.84	80.15	35.69	28.95	22.00	24.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	529.33	358.75	384.07	169.76	168.69	193.29
Average number of days in final action	64.67	50.60	27.67	17.78	9.60	16.70
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	335.33	389.20	166.78	153.73	191.67	142.71
Average number of days in final action	97.00	106.00	42.22	39.00	37.50	32.86
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	3	5	5	6	6	3
Average days pending prior to dismissal	260	84.4	79.8	80.33	163.5	87
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	3	2	0	2	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	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
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												
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

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	24	26	24	29	48	52
Total Complainants	24	26	24	29	48	52
Number complaints pending						
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					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	24	10	0	0	0	0