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Farral	Empl	ovment	Onnor	tunity	Data
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Posted Pursuant to the No FEAR Act: Centers for Medicare & Medicaid Services (CMS)

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

Table 1. Total Number of EEO Complaints Filed

Table 2. Total Number of Individuals Filing EEO Complaints

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Table 4. Number of Complaints Alleging Discrimination on Various Bases

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

## CMS (and below)

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

	Comparative Data											
<b>Complaint Activity</b>	F	Previous	Fiscal Y	ear Dat	a	2018						
	2013	2014	2015	2016	2017	Thru 9-30						
Number of Complaints Filed	28	26	36	45	30	31						
Number of Complainants	28	26	34	42	29	29						
Repeat Filers	0	0	2	3	1	2						

multiple bases.The sum of the bases may not equal total complaints filed. Race	Comparative Data											
Complaints by Basis	Pro	ata	2010									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018 Thru 9-30						
Race	16	15	24	20	17	14						
Color	7	4	11	9	6	4						
Religion	2	3	3	4	3	2						
Reprisal	18	18	23	31	23	25						
Sex	13	15	14	20	11	13						
PDA	0	0	0	1	1	1						
National Origin	4	3	7	8	7	1						

Equal Pay Act	0	0	0	1	0	0
Age	12	13	15	18	11	7
Disability	11	11	9	17	11	11
Genetics	0	2	0	1	2	0
Non-EEO	3	1	4	0	0	2
		C	ompara	ative D	ata	
Complaints by Issue	Pro	evious ]	Fiscal Y	Year D	ata	2010
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018 Thru 9-30
Appointment/Hire	1	4	4	4	3	1
Assignment of Duties	12	9	11	15	14	14
Awards	1	0	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	2	7	5	2	6
Suspension	2	3	2	2	0	3
Removal	0	0	0	2	1	2
Other	3	4	0	0	0	0
Duty Hours	0	0	2	1	1	0
Perf. Eval./ Appraisal	6	9	10	10	16	12
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	16	21	21	28	17	22
Sexual	0	2	1	1	2	2
Medical Examination	1	0	1	0	0	1

		1	1		T								
Pay (Including Overtime)	3	3	0	2	1	2							
Promotion/Non-Selection		9	3	8	4	3	3						
Reassignment													
Denied		1	0	2	0	1	0						
Directed		4	1	4	4	0	0						
Reasonable Accommodation-Dis	ability	2	3	4	4	6	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	0	7	5	9						
Termination		1	5	1	2	6	0						
Terms/Conditions of Employmer	nt	9	10	10	10	) 10	5						
Time and Attendance		2	5	7	6	2	6						
Training		1	3	3	2	6	1						
Other		0	0	0	0	0	0						
		Comparative Data											
<b>Processing Time</b>		Previous	Fiscal	Year 1	Data	l	2018						
	2013	2014	2015	20	16	2017	Thru 9-30						
Complaints pending during fiscal	l year	1	1			I	1						
Average number of days in investigation	142.46	149.88	141.6	5 163	3.78	175.83	162.55						
Average number of days in final action	42.73	90.12	62.88	38	.50	48.92	44.80						
Complaint pending during fiscal	year whe	re hearin	g was r	equesto	ed								
Average number of days in investigation	141.22	152.75	145.23	5 174	1.71	185.00	184.25						

39.44	2	3.00	)	60.0	0	19.	00	4.	1.14	57	.00			
ear wh	ere l	heari	ing v	was	not	requ	ieste	d						
145.25	14	44.12	2 1	35.9	90	144	.11	17	3.20	161	1.11			
57.50	1	112.50 63.83 58				58.	00	58	8.00	55	.00			
		Comparative Data												
gency		P	revi	ous	Fisc	cal Y	Year	Da	ıta		018			
		2013	2	2014 20		15	201	6	2017		hru -30			
gency		0		3 8		8			3		1			
missal		0		29 1		102   64		78		4	50			
Withd	raw	n by	<sup>,</sup> Co	mpl	ain	ants	l							
		1		1		4	4		5		3			
			(	Con	ıpaı	ativ	e Da	ata		-				
		Prev	iou	s Fis	scal	Yea	ır Da	ata			018			
20	013	20	)14	20	)15	20	016	2	2017		hru -30			
#	%	#	%	#	%	#	%	#	%	#	%			
0		0		0		0		1		0				
0				1				ll .		1				
0	0	0	0	0	0	0	0	0	0	0	0			
	gency missal Withd	gency missal Withdraw 2013 # %	rear where hearing 145.25   144.12   145.25   144.12   175.50   112.50   12.50	rear where hearing values are va	rear where hearing was 145.25	Companies   Comp	Comparative	Comparative   Previous Fiscal Year	Comparative Data   Previous Fiscal Year Data   Previous	Comparative Data   Previous Fiscal Year Data   Previous	Comparative Data   Previous Fiscal Year Data   Previous			

Findings of Discrimination	Comparative Data												
Rendered by Basis		I	Prev	ious	Fis	scal `	Yea	r Da	ıta		2018		
Note: Complaints can be filed alleging multiple bases. The sum of	20	013	20	)14	20	)15	20	016	2	017	9-	hru 30	
the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		1		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	1	100	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	
										1	1		
Findings After Hearing	0		0		0		0		1		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	1	100	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	

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Total Number Findings	0		0		0		0		1		0	
	#	%	#	%	#	%	#	%	#	%	#	%
Rendered by Issue	20	)13	20	)14	20	)15	20	)16	2	017		hru -30
Findings of Discrimination		I	Prev			scal Y					1	)18
		<u> </u>	<u>I</u>	(	Com	para	ativ	e Da	ıta	<u> </u>	1	I
Non-EEO	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
Disability	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
Equal Pay Act	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
PDA	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
Reprisal	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
Color	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
TON ELC						Ü						
Non-EEO		0	0	0	0	0	0	0	0	0	0	0
Genetics	$\frac{\mid 0 \mid}{\mid 0 \mid}$	0	0	0	0	0	0	0	0	0	0	0
Age Disability	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
Equal Day A at	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	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	1	100	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0
										l	I	
Findings After Hearing	0		0		0		0		1		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	1	100	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0
		'		'		<u>'</u>		'				'
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	-	ı		ı		ı		ı				ı
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
<u> </u>												

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	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 Defined	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					2018
	2013	2014	2015	2016	2017	Thru 9-30
Total complaints from previous Fiscal Years	5	12	18	22	24	15
Total Complainants	5	12	17	20	22	15
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	5	11	18	22	22	15
Final Agency Action	0	1	0	0	2	0
Appeal with EEOC Office of Federal Operations	6	7	7	5	5	4
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018
	2013	2014	2015	2016	2017	Thru 9-30
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0