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

HHS (and below)

For 3rd Quarter 2016 for period ending June 30, 2016

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			Cor	nparati	ive Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2016Thru06-30
	2011	2012	2013	2014	2015	20101nru00-30
Number of Complaints Filed	431	414	404	398	430	365
Number of Complainants	412	404	390	394	416	357
Repeat Filers	16	10	14	4	14	8
Complaints by Basis			C	Compar	ative D	ata

Complaints by Basis			Com	parativ	ve Data	1
Complaints by Basis	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.	2011	2012	2013	2014	2015	2016Thru06- 30
Race	202	173	198	173	206	166
Color	67	68	80	60	65	59
Religion	30	36	33	23	27	30
Reprisal	221	242	237	218	225	214

Sex	189	169	187	176	171	147
PDA	0	1	3	4	4	4
National Origin	74	67	76	61	77	70
Equal Pay Act	14	11	30	15	18	16
Age	164	132	151	129	147	132
Disability	105	118	126	127	138	125
Genetics	2	0	1	2	2	1
Non-EEO	16	13	18	19	25	11
Complaints by Issue			Com	parativ	ve Data	1
Complaints by Issue	Pro	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru06- 30
Appointment/Hire	34	26	30	23	32	36
Assignment of Duties	87	103	102	100	82	82
Awards	15	11	20	11	11	9
Conversion to Full Time/Perm Status	1	2	0	0	3	2
Disciplinary Action						
Demotion	3	5	6	6	4	5
Reprimand	46	44	28	41	45	43
Suspension	20	20	27	27	19	18
Removal	14	17	17	10	18	11
Other	17	18	19	30	14	25
Duty Hours	20	18	16	24	16	10
Perf. Eval./ Appraisal	106	94	98	96	102	96
Examination/Test	0	0	3	0	1	1

Harassment						
Non-Sexual	194	208	202	216	240	173
Sexual	17	11	22	17	17	10
Medical Examination	5	6	4	7	2	2
Pay including overtime	15	19	26	13	9	23
Promotion/Non-Selection	73	74	90	66	62	61
Reassignment						
Denied	17	16	12	19	12	18
Directed	29	21	26	24	20	30
Reasonable Accommodation Disability	40	43	58	62	63	54
Reinstatement	0	1	2	0	0	1
Religious Accommodation	0	0	0	0	0	0
Retirement	1	5	6	5	4	5
Sex-Stereotyping	0	0	0	0	1	1
Telework	0	0	0	0	8	27
Termination	44	36	30	41	38	34
Terms/Conditions of Employment	47	54	64	76	49	48
Time and Attendance	48	46	58	61	54	35
Training	25	29	27	18	27	25
Other						
User Defined - Other 1	7	3	6	5	3	2
User Defined - Other 2	1	1	0	1	2	0
User Defined - Other 3	0	0	0	0	1	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time		Co	mpara	tive Da	ıta	

]	Previo	us	Fisc	al Y	eai	· Data		2016Thru06-	
	201	1	2012	2	20	13	2	014	2015	30	
Complaints pending during	g fisca	ıl ye	ear	-			-				
Average number of days in investigation	166.	39	161.7	6	175	.09	21	4.70	227.51	215.03	
Average number of days in final action	58.4	12	80.50	О	82.	16	11	4.62	173.09	100.49	
Complaint pending during	fiscal	yea	ear where		hearing v		vas	reques	sted		
Average number of days in investigation	173.	.07 168.74			174.97		222.27		226.26	235.24	
Average number of days in final action	32.3	2.36 84.40		O	63.07		71.41		153.41	68.22	
Complaint pending during	fiscal	yea	ar whe	re l	heari	ng v	vas	not red	quested		
Average number of days in investigation	152.	27	149.3	1	175	.78	202.09		232.33	189.29	
Average number of days in final action	79.5	51	80.75		75 97.83		149.73		180.93	110.89	
			ive Data	ı							
Complaints Dismissed Agency	d by	Previous Fiscal Year Data						ata	2016Thru06-		
8,			2011	20	012	201	13	2014	2015	30	
Total Complaints Dismisso Agency	ed by		100		94	64	1	30	61	32	
Average days pending prid	or to		74		61	68	3	56	118	146	
Com	plain	ts V	Vithdi	av	vn b	y Co	mŗ	olainar	nts		
Total Complaints Withdra Complainants	-					30)	26	48	35	
		Comparative Data									
	otal Final Agency Actions Finding Discrimination					scal	Ye	ar Da	ta	2016Thru06-	
I manig Disci miniation	2011 2012 2013 2014 2015							30			

		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		7		9		6		9		7		3	
Without Hearing		6	86	4	44	3	50	8	89	4	57	3	100
With Hearing		1	14	5	56	3	50	1	11	3	43	0	0
Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data										2016	Thru06-	
Note: Complaints can	2011 2012 2013 2014 2015								015	2010	30		
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	9/	6 F	#	%	#	%	#	%
Total Number Findings	2		3		4			3		2		0	
Race	1	50	1	33	2	5	0 (O	0	0	0	0	0
Color	0	0	0	0	0	() (O	0	0	0	0	0
Religion	0	0	0	0	0) (\int	0	0	0	0	0
Reprisal	0	0	3	100) 1	2	5	2	67	2	100	0	0
Sex	2	100	0	0	1	2	5 (0	0	0	0	0	0
PDA	0	0	0	0	0) (0	0	0	0	0	0
National Origin	0	0	1	33	0	() (O	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	() (O	0	0	0	0	0
Age	0	0	0	0	0	() (\int	0	0	0	0	0
Disability	0	0	1	33	2	5	0	1	33	0	0	0	0
Genetics	0	0	0	0	0	() (O	0	0	0	0	0
Non-EEO	0	0	0	0	0	() (0	0	0	0	0	0
						,							
Findings After Hearing	0		2		2			1		2		0	

_												
Race	0	0	1	50	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	2	100	0	0	1	100	2	100	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	1	50	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
	-	1	<u>' </u>	1			<u>' </u>	1	<u>' </u>			1
Findings Without Hearing	2		1		2		2		0		0	
Race	1	50	0	0	2	100	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	1	100	1	50	1	50	0	0	0	0
Sex	2	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	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	1	50	1	50	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

						Com	pai	ative	Da	ta		
Findings of			Pre	evious	s Fis	scal `	Yea	r Dat	a		2016	
Discrimination Rendered by Issue	20)11	2	012	20)13	2	014	2	015		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		3		4		3		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	33	2	100	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	1	33	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	2	100	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	1	33	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	50	1	33	2	50	1	33	2	100	0	0
Sexual	1	50	0	0	0	0	0	0	0	0	0	0
Medical Examination	1	50	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	1	50	0	0
Promotion/Non-Selection	0	0	1	33	0	0	0	0	0	0	0	0
Reassignment					<u> </u>				4			
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Directed	0	0	1	33	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	33	0	0	0	0	1	50	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	2	50	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	1	50	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		ı		<u> </u>	,		1	<u>'</u>
Findings After Hearing	0		2		2		1		2		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	2	100	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full	0	0	0	0	0	0	0	0	0	0	0	0

Time/Perm Status												
Disciplinary Action												
Demotion	0	0	0	0	0	0	1	100	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	2	100	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	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												•
Non-Sexual	0	0	1	50	1	50	0	0	2	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	1	50	0	0
Promotion/Non-Selection	0	0	1	50	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	1	50	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	50	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	1	50	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 Without Hearing	2		1		2		2		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	1	50	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	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	50	0	0	1	50	1	50	0	0	0	0
Sexual	1	50	0	0	0	0	0	0	0	0	0	0
Medical Examination	1	50	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	1	100	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	1	50	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	1	50	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	0	0	0	0	0	0	0	0	0	0	0	0

			T -							1			
1													
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	
	Comparative Data												
Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data								2016Thru06-		
			20	11	2012	20	013	2014	1	2015	30		
Total complaints from previous Fiscal Years			18	39	202	2	00	308		376	487		
Total Complainants			16	55	180	1	80	286		356	466		
Number complaints pending													
Investigation			2	2	8		3	18		23	19		
ROI issued, pending Complainant's action			C)	0		0	1		5	4		
Hearing			17	2	178	1	77	246		312	393		
Final Agency Action			1:	5	20	2	28	44		26	60		
Appeal with EEOC Office of Federal Operations			2	7	34		50	58		53	63		
							Com	para	tivo	e Data	1		
Complaint Investigations				Previous Fiscal Year Data 2016Thru06-									
			20	11	2012	20	013	2014	1	2015		30	
Pending Complaints Where Investigations Exceed Required Time Frames			7	7	12		13	49		32	27		