

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

## HHS (and below)

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

For a fully accessible version of this content, please visit the [HHS No Fear Act](#) web page.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
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	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
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
<b>Disciplinary Action</b>						
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

<b>Harassment</b>						
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
<b>Reassignment</b>						
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
<b>Other</b>						
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
<b>Processing Time</b>	<b>Comparative Data</b>					

	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	166.39	161.76	175.09	214.70	227.51	215.03
Average number of days in final action	58.42	80.50	82.16	114.62	173.09	100.49
Complaint pending during fiscal year where hearing was requested						
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	32.36	84.40	63.07	71.41	153.41	68.22
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	152.27	149.31	175.78	202.09	232.33	189.29
Average number of days in final action	79.51	80.75	97.83	149.73	180.93	110.89
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru06-30</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Total Complaints Dismissed by Agency	100	94	64	30	61	32
Average days pending prior to dismissal	74	61	68	56	118	146
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	24	34	30	26	48	35
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru06-30</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	

	#	%	#	%	#	%	#	%	#	%	#	%
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										2016Thru06-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		3		4		3		2		0	
Race	1	50	1	33	2	50	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	3	100	1	25	2	67	2	100	0	0
Sex	2	100	0	0	1	25	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	33	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	33	2	50	1	33	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
<b>Findings After Hearing</b>	0		2		2		1		2		0	













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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2016Thru06- 30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	189	202	200	308	376	487						
Total Complainants	165	180	180	286	356	466						
<b>Number complaints pending</b>												
Investigation	2	8	3	18	23	19						
ROI issued, pending Complainant's action	0	0	0	1	5	4						
Hearing	172	178	177	246	312	393						
Final Agency Action	15	20	28	44	26	60						
Appeal with EEOC Office of Federal Operations	27	34	50	58	53	63						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2016Thru06- 30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	7	12	13	49	32	27						