

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

OS (and below),PSC (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	40	31	45	47	37	44
Number of Complainants	40	31	44	46	37	44
Repeat Filers	0	0	1	1	0	0

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	20	11	17	19	11	19
Color	7	5	10	8	6	8
Religion	3	2	3	3	3	3
Reprisal	25	18	25	25	23	33
Sex	19	14	25	28	19	20

PDA	0	0	0	1	1	2
National Origin	9	7	7	6	1	4
Equal Pay Act	5	4	5	3	1	4
Age	13	8	16	9	18	19
Disability	16	13	18	17	14	23
Genetics	0	0	0	0	1	0
Non-EEO	2	0	0	0	1	0
Complaints by Issue	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 filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	6	3	2	3	6	7
Assignment of Duties	16	7	14	14	13	14
Awards	3	0	6	4	1	3
Conversion to Full Time/Perm Status	1	0	0	0	2	0
Disciplinary Action						
Demotion	1	1	3	2	1	2
Reprimand	9	4	3	3	6	9
Suspension	3	4	2	5	7	6
Removal	1	5	4	3	2	4
Other	5	1	0	0	1	4
Duty Hours	4	0	3	2	3	3
Perf. Eval./ Appraisal	17	8	13	12	12	18
Examination/Test	0	0	0	0	1	0
Harassment						

Non-Sexual	19	16	23	24	22	20
Sexual	3	1	0	0	1	0
Medical Examination	1	2	0	3	1	2
Pay including overtime	2	4	4	3	1	6
Promotion/Non-Selection	6	4	16	9	5	4
Reassignment						
Denied	5	2	3	9	1	5
Directed	4	9	7	7	8	6
Reasonable Accommodation Disability	10	6	11	10	14	15
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	1
Termination	2	2	3	5	1	4
Terms/Conditions of Employment	5	4	8	13	8	11
Time and Attendance	7	4	7	6	5	9
Training	3	1	4	4	3	3
Other						
User Defined - Other 1	3	0	0	1	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				2016Thru06-	

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
Findings Without Hearing	0		0		0		1		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	1	100	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data					2016Thru06-30						
	2011	2012	2013	2014	2015							

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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2016Thru06-30						
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	28	29	22	39	47	58						
Total Complainants	27	28	22	39	45	57						
Number complaints pending												
Investigation	1	6	1	2	1	3						
ROI issued, pending Complainant's action	0	0	0	0	2	0						

Hearing	25	22	18	32	38	47
Final Agency Action	7	5	8	10	6	9
Appeal with EEOC Office of Federal Operations	1	4	6	8	10	10
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	4	8	4	5	2	3