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.

				Con	npa	rative	Data	a	
Complaint Activity		Previo	ous Fis	cal Y	<i>l</i> ear	· Data)1 <i>(</i> Th0(20
	201	1 20	12 20)13	20	14 2	015	20)16Thru06-30
Number of Complaints Filed	40	3	1 4	45	4′	7	37		44
Number of Complainants	40	3	1 4	14	40	6	37		44
Repeat Filers	0	()	1	1		0		0
				С	omj	parati	ve Da	ata	
Complaints by Basis		Pr	evious	Fisc	al Y	ear I	Data		
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.		2011	2012	20	13	2014	201	5	2016Thru06- 30
Race		20	11	1	7	19	11	_	19
Color		7	5	1	0	8	6		8
Religion		3	2	3	3	3	3		3
Reprisal		25	18	2	5	25	23	3	33
Sex		19	14	2	5	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			Com	parativ	ve Data	l
Complaints by Issue	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
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 Employmen	t 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
D		Co	ompara	tive Da	ıta	
Processing Time	Previou	s Fisca	l Year	Data		2016Thru06-

	2011		201	2	20	13	2	014	201	15		30
Complaints pending during	g fiscal	ye	ear									
Average number of days in investigation	152.3	8	170.4	43	197	.44	21	3.67	220	.20	16	52.87
Average number of days in final action	64.08	3	147.	50	101	.83	12	2.10	157.	.06	12	25.57
Complaint pending during	fiscal	yea	ar whe	ere	heari	ng w	/as	reques	sted			
Average number of days in investigation	145.6	7	164.0	00	218	.40	21	2.11	207.	.68	16	6.33
Average number of days in final action	12.25	5	216.	57	108	.25	8	3.00	192.	.00		0
Complaint pending during	fiscal	yea	ar whe	ere	heari	ng w	as	not re	quest	ed		
Average number of days in investigation	156.4	0	187.4	40	188	.93	20	0.88	242.	.17	15	67.67
Average number of days in final action	87.11		114.4	43	98.	62	14	4.57	135.	.00	12	25.57
						С	om	parat	ive D)ata		
Complaints Dismissed Agency	l by		Pr	evi	ous	Fisca	al Y	lear E	Data		20167	Thru06
		ſ	2011	2	012	201	13	2014	20	15	•	30
Total Complaints Dismisse Agency	ed by		2		6	3		3	5			1
Average days pending pric dismissal	or to		59		54	47	7	77	43	6	6	50
Com	plaint	s V	Vithd	rav	vn by	y Co	mp	laina	nts			
Total Complaints Withdray Complainants	wn by		1		4	2		1	4			3
					(Com	pa	rative	Data	1		
Total Final Agency			Prev	iou	s Fis	cal Y	Yea	r Dat	a		2016	Chru06
Actions Finding Discrimination	201	1	1 2012		2	013		2014	20	15	-	30
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings	0		1			0		1		0		0	
Without Hearing	0	0	0		0	0	0	1	100	0	0	0	0
With Hearing	0	0	1	1	00	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis			Pr	evi	ious			-	rative ar Dat		ta	2016	Fhru06-
Note: Complaints can be filed alleging multiple		2011		20	12	20)13	2	014	20)15		30
bases. The sum of the bases may not equal total complaints and findings.	ŧ	ŧ 9⁄	ó #	¥	%	#	%	#	%	#	%	#	%
Total Number Findings	0)	()		0		1		0		0	
Race	0) () ()	0	0	0	0	0	0	0	0	0
Color	0) () ()	0	0	0	0	0	0	0	0	0
Religion	0) () ()	0	0	0	0	0	0	0	0	0
Reprisal	0) () ()	0	0	0	0	0	0	0	0	0
Sex	0) () ()	0	0	0	0	0	0	0	0	0
PDA	0) () ()	0	0	0	0	0	0	0	0	0
National Origin	0) () ()	0	0	0	0	0	0	0	0	0
Equal Pay Act	0) () ()	0	0	0	0	0	0	0	0	0
Age	0) () ()	0	0	0	0	0	0	0	0	0
Disability	0) () ()	0	0	0	1	100	0	0	0	0
Genetics	0) () ()	0	0	0	0	0	0	0	0	0
Non-EEO	0) () ()	0	0	0	0	0	0	0	0	0
			·										
Findings After Hearing	()	()		0		0		0		0	
Race	0) () ()	0	0	0	0	0	0	0	0	0
Color	0) () (5	0	0	0	0	0	0	0	0	0
Religion	0) () (5	0	0	0	0	0	0	0	0	0

v	20	11	20	12	20	13	20)14	20	15	•	30
Findings of Discrimination Rendered by Issue		Р	rev	ious	Fis	cal Y	lear	. Data	۱ ۱			hru06
					(Com	par	ative	Dat	a		
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	1	100	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		1		0		0	
	1											
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

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		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		1	1	1	1	1		1	1	I	1	1
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			1		1	1		1	1	1		1
Non-Sexual	0	0	0	0	0	0	1	100	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			1		1				1			
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 Define	1	1		1						1	1	1
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 After 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	1	1	1	1		1		1	1	1	1	1
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		1										1
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		1										1
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 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		
Findings Without Hearing	0		0		0		1		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	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	1	100	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	4			. <u></u>		. <u></u>						
Denied	0	0	0	0	0	0	0	0	0	0	0	0

		2011	20)12	201	13	2014	2	015		30
	s	Pr	evi	ous	Fisc	al Y	ear D			-	Fhru06-
l in					U	om	parati	ve.	Data		
0			0								0
											0
											0
0			0	0	0	0		0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	C	0	0	0	0	0	0	0	0	0	0
0	C	0 0	0	0	0	0	0	0	0	0	0
0	C	0 0	0	0	0	0	0	0	0	0	0
0	C	0	0	0	0	0	0	0	0	0	0
0	C	0	0	0	0	0	0	0	0	0	0
0	C	0	0	0	0	0	0	0	0	0	0
0	C	0	0	0	0	0	0	0	0	0	0
0	C	0 0	0	0	0	0	0	0	0	0	0
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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
	Comparative Data					
Complaint Investigations	Pro	evious	Fiscal Y	Year D	ata	2016Thru06-
Complaint Investigations	Pro 2011	evious 2012	Fiscal Y 2013	Year Da	ata 2015	2016Thru06- 30