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

## CIS (and below)

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

		Prev	vious Fiscal Year	r Data		2018 Thru					
Complaint Activity	2013	2014	2015	2016	2017	30-Sep					
Number of Complaints Filed	134	89	93	93	91	120					
Number of Complainants	123	85	92	92	90	119					
Repeat Filers	10	4	1	1	1	1					
			Compara	ative Data							
Complaints by Basis		Prev	vious Fiscal Year	r Data		2018 Thru					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	30-Sep					
Race	56	41	47	46	40	65					
Color	26	12	18	28	20	34					
Religion	9	7	5	8	4	6					
Reprisal	84	51	53	59	47	74					
Sex	57	37	36	37	31	54					
PDA	0	0	1	1	0	1					
National Origin	33	19	22	21	23	24					
Equal Pay Act	0	0	0	0	0	0					
Age	62	32	42	43	31	47					
Disability	44	37	30	26	45	51					
Genetics	0	0	0	0	0	0					
Non-EEO	11	7	6	2	4	6					
		Comparative Data									
Complaints by Issue		2018 Thru									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	30-Sep					
Appointment/Hire	5	8	7	14	3	3					
Assignment of Duties	4	0	6	4	0	5					
Awards	5	2	0	1	0	1					
Conversion to Full Time/Perm Status	0	0	0	0	0	0					
Disciplinary Action	· · · · · · · · · · · · · · · · · · ·		1			1					
Demotion	2	2	0	2	2	3					
Reprimand	11	1	6	5	2	8					
Suspension	4	5	3	2	6	6					
Removal	2	0	0	0	2	5					
Duty Hours	2	1	0	2	1	1					
Perf. Eval./ Appraisal	21	14	13	14	19	25					
Examination/Test	1	0	0	0	0	0					
Harassment	<u>.</u>										
Non-Sexual	60	36	43	39	37	62					

Sexual	9	1	1	0	2	3						
Medical Examination	0	0	0	0	0	0						
Pay including overtime	1	3	1	1	3	3						
Promotion/Non-Selection	46	32	37	36	27	27						
Reassignment												
Denied	6	2	0	2	1	3						
Directed	5	3	4	4	3	1	1					
Reasonable Accommodation Disability	16	7	13	5	16	22						
Reinstatement	0	0	0	0	0	1						
Religious Accommodation	0	0	0	0	0	0						
Retirement	0	0	0	0	0	0	1					
Sex-Stereotyping	0	0	0	0	0	0	1					
Telework	0	0	0	1	4	4						
Termination	12	6	3	6	11	14						
Terms/Conditions of Employment	29	13	16	12	10	15	1					
Time and Attendance	4	1	4	2	2	1	1					
Training	3	0	2	3	1	1	1					
Other	•	•		•	•		1					
			Compara	ative Data			1					
						2018	1					
		Prev	ious Fiscal Year	Data		Thru						
Processing Time	2013	2014	2015	2016	2017	30-Sep						
Complaints pending during fiscal year	•											
Average number of days in investigation	160.42	194.63	189.25	220.63	244.13	222.58						
Average number of days in final action	77.52	74.48	50.28	93.61	97.33	100.3						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	158.48	199.81	202.16	223.14	251.15	226.06						
Average number of days in final action	23.65	38.79	47.62	52.9	61.45	53.03	1					
Complaint pending during fiscal year where hearing was not requested				<del>,</del>			1					
Average number of days in investigation	162.75	180.33	164	223.14	238.15	215.3	1					
Average number of days in final action	124.2	99.59	54.56	156.23	150.62	187.37	1					
			Compara	ative Data			1					
		Prev	ious Fiscal Year	· Data		2018						
			1		Γ	Thru						
Complaints Dismissed by Agency	2013	2014	2015	2016	2017	30-Sep	1					
Total Complaints Dismissed by Agency	12	13	7	6	6	6						
Average days pending prior to dismissal	158	85	231	303	228	148						
	Vithdrawn by C	1	T	•	Ī	1	1					
Total Complaints Withdrawn by Complainants	16	6	18	9	12	5						
				Con	nparative Data							
				Previous Fisca	Year Data							2018
			1		I						4	Thru
	2013			014		15	_	2016	+	2017	+ т	0-Sep
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0	-	3		1	15-	1	
Without Hearing	0	0	0	0	0	0	2	67	1	100	0	0
With Hearing	2	100	0	0	0	0	1	33	0	0	1	100
				Con	nparative Data							
								2018				
Findings of Discrimination Rendered by Basis			T	Previous Fisca			T				4	Thru
Note: Complaints can be filed alleging multiple bases.		013		014		15	_	2016 2017		т	+	0-Sep
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		3		1		1	
Race	0	0	0	0	0	0	1	33	0	0	0	0

Covual

Color	0	0	0	0	0	0	0	0	Ι ο	0	I 0 I	0
	0	0	0	0	0	0	_	33	0		0	0
Religion Reprisal	2	100	0	0	0	0	1	33	0	100	0	100
Sex	0	0	0	0	0	0	_	33	0	0	1	
PDA		<u> </u>	0	<u> </u>	0		1	4	_		0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
							0		1	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	100	0	0
Disability	1	50	0	0	0	0	1	33	1	100	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 After Heaving	2						Ι 1				1 1	
Findings After Hearing	2	0	0	^	0	0	1	400	0		1	
Race	0	0	0	0	0	0	1	100	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	2	100	0	0	0	0	1	100	0	0	1	100
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	1	50	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 Without Hearing	0		0		0		2		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	1	50	0	0	0	0
Reprisal	0	0	0	0	0	0	0		1	100	0	0
Sex	0	0	0	0	0	0	1	50	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	1	100	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
			-	Con	nparative Data	•	•	-				
				Provious Fisca	l Voor Doto						:	2018
	Previous Fiscal Year Data											Thru
	20	)13	20	)14	14 2015			2016		2017	3	0-Sep
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		3		1		1	
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	1	50	0	0	0	0	0	0	0	0	0	0
Suspension	1	50	0	0	0	0	0	0	0	0	0	0
Removal	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	3	100	1	100	1	100
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								I I			I I	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	33	0	0	0	0
Reasonable Accommodation Disability	1	50	0	0	0	0	1	33	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	1	100	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	l	<u> </u>		1	<u> </u>			<u>l</u>		<u> </u>	ı	
Findings After Hearing	2		0		0		1		0		1	
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	I.		1	<del>!</del>			•	1				
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	1	50	0	0	0	0	0	0	0	0	0	0
Suspension	1	50	0	0	0	0	0	0	0	0	0	0
Removal	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	1	100
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	1	50	0	0	0	0	1	100	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		<u> </u>			<u> </u>	<u> </u>					<u> </u>	
Findings Without Hearing	0		0		0		2		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
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	-	•	-	-	•	•		ı				
Non-Sexual	0	0	0	0	0	0	2	100	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	1	50	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	1	100	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												
			Compara	tive Data								
		Prev	ious Fiscal Year	Data		2018						
					T	Thru						
Pending Complaints Filed in Previous Fiscal Years by Status	2013	2014	2015	2016	2017	30-Sep	4					
Total Complaints from previous Fiscal Years	149	97	89	116	122	119	4					
Total Complainants	133	87	81	105	109	107	4					
Number complaints pending		1			1	1 0	4					
Investigation  POLissued, panding Complainant's action	0	1	0	0	1	0	4					
ROI issued, pending Complainant's action	0	0	0	101	0	100	-					
Hearing Final Agency Action	54	87	80	101	104	100	-					
Final Agency Action  Appeal with EEOC Office of Federal Operations	5 34	6 68	8 29	14 55	16 67	19 75	-					
Appear with ECOC Office of Federal Operations	54	08			0/	/5						
			Compara	tive Data		2018	-					
		Prev	ious Fiscal Year	Data	a							
Complaint Investigations	2013	2014	201 F	2016	2017	Thru 20 Son						
Pending Complaints Where Investigations Exceed Required Time Frames	2013	<b>2014</b>	<b>2015</b>	<b>2016</b> 0	4	<b>30-Sep</b> 2	-					
r chaing complaints where investigations exceed Required Time Frames	1 1	1	l U	l u	<u> </u>		ļ					