

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: CIS (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Sep
	2013	2014	2015	2016	2017	
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
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Sep
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Sep
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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						
<b>Reassignment</b>												
Denied	6	2	0	2	1	3						
Directed	5	3	4	4	3	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						
Sex-Stereotyping	0	0	0	0	0	0						
Telework	0	0	0	1	4	4						
Termination	12	6	3	6	11	14						
Terms/Conditions of Employment	29	13	16	12	10	15						
Time and Attendance	4	1	4	2	2	1						
Training	3	0	2	3	1	1						
<b>Other</b>												
	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2018 Thru 30-Sep</b>						
<b>Processing Time</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
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						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	162.75	180.33	164	223.14	238.15	215.3						
Average number of days in final action	124.2	99.59	54.56	156.23	150.62	187.37						
	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2018 Thru 30-Sep</b>						
<b>Complaints Dismissed by Agency</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total Complaints Dismissed by Agency	12	13	7	6	6	6						
Average days pending prior to dismissal	158	85	231	303	228	148						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	16	6	18	9	12	5						
	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018 Thru 30-Sep</b>	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		3		1		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
	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018 Thru 30-Sep</b>	
<b>Findings of Discrimination Rendered by Basis</b>	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	2		0		0		3		1		1	
Race	0	0	0	0	0	0	1	33	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												
<b>Findings Without Hearing</b>	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												
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												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Sep
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	149	97	89	116	122	119
Total Complainants	133	87	81	105	109	107
<b>Number complaints pending</b>						
Investigation	0	1	0	0	1	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	54	87	80	101	104	100
Final Agency Action	5	6	8	14	16	19
Appeal with EEOC Office of Federal Operations	34	68	29	55	67	75
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Sep
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	0	0	4	2