

National Origin	0	0	2	4	1	0
Equal Pay Act	2	1	0	1	0	0
Age	2	4	2	10	9	1
Disability	2	3	2	8	11	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	1	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<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	0	1	3	2	2	1
Assignment of Duties	4	1	4	5	3	1
Awards	0	1	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	4	1	0
Suspension	0	0	0	1	0	0
Removal	0	0	0	0	0	0
Other	0	0	1	1	0	0
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	4	1	3	5	4	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	1	3	11	12	2

Sexual	1	0	0	2	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	1	3	3	6	5	0
Reassignment						
Denied	2	2	0	0	0	0
Directed	1	0	2	1	3	0
Reasonable Accommodation Disability	2	2	1	3	3	0
Reinstatement	0	0	0	0	0	0
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	0	0	0
Termination	0	0	0	0	0	1
Terms/Conditions of Employment	1	1	2	4	2	0
Time and Attendance	2	0	2	2	1	0
Training	2	2	2	0	0	1
Other						
User Defined - Other 1	0	0	0	0	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					2016Thru12-31
	2011	2012	2013	2014	2015	

Complaints pending during fiscal year												
Average number of days in investigation		155.18	174.29	153.50	148.22	195.19	165.33					
Average number of days in final action		128.25	306.60	63.75	62.67	166.00	0					
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation		167.57	149.00	154.00	167.00	194.25	160.50					
Average number of days in final action		279.00	370.75	0	12.50	0	0					
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation		133.50	208.00	153.00	124.75	198.00	175.00					
Average number of days in final action		117.00	50.00	59.33	163.00	178.25	0					
Complaints Dismissed by Agency			Comparative Data									
			Previous Fiscal Year Data								2016Thru12-31	
			2011	2012	2013	2014	2015					
Total Complaints Dismissed by Agency			2	1	2	0	0	0				
Average days pending prior to dismissal			50	55	218	0	0	0				
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants			0	0	0	0	2	0				
Total Final Agency Actions Finding Discrimination			Comparative Data									
			Previous Fiscal Year Data								2016Thru12-31	
			2011	2012	2013	2014	2015					
			#	%	#	%	#	%	#	%	#	%
Total Number Findings			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						2016Thru12-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	7	6	3	3	10	27						
Total Complainants	6	6	3	3	10	21						
Number complaints pending												
Investigation	0	0	0	0	0	7						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	5	5	3	3	10	18						

Final Agency Action	1	1	0	0	0	1
Appeal with EEOC Office of Federal Operations	2	2	3	2	3	3
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0	0

National Origin	0	0	2	4	1	1
Equal Pay Act	2	1	0	1	0	0
Age	2	4	2	10	9	4
Disability	2	3	2	8	11	4
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	1	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
<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	0	1	3	2	2	1
Assignment of Duties	4	1	4	5	3	5
Awards	0	1	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	4	1	2
Suspension	0	0	0	1	0	1
Removal	0	0	0	0	0	0
Other	0	0	1	1	0	1
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	4	1	3	5	4	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	1	3	11	12	8

Sexual	1	0	0	2	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	1	3	3	6	5	0
Reassignment						
Denied	2	2	0	0	0	1
Directed	1	0	2	1	3	0
Reasonable Accommodation Disability	2	2	1	3	3	2
Reinstatement	0	0	0	0	0	0
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	0	0	0
Termination	0	0	0	0	0	3
Terms/Conditions of Employment	1	1	2	4	2	0
Time and Attendance	2	0	2	2	1	2
Training	2	2	2	0	0	2
Other						
User Defined - Other 1	0	0	0	0	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					2016Thru03-31
	2011	2012	2013	2014	2015	

Complaints pending during fiscal year												
Average number of days in investigation		155.18	174.29	153.50	148.22	195.19	168.44					
Average number of days in final action		128.25	306.60	63.75	62.67	166.00	0					
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation		167.57	149.00	154.00	167.00	194.25	166.20					
Average number of days in final action		279.00	370.75	0	12.50	0	0					
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation		133.50	208.00	153.00	124.75	198.00	171.25					
Average number of days in final action		117.00	50.00	59.33	163.00	178.25	0					
Complaints Dismissed by Agency			Comparative Data									
			Previous Fiscal Year Data								2016Thru03-31	
			2011	2012	2013	2014	2015					
Total Complaints Dismissed by Agency			2	1	2	0	0	0				
Average days pending prior to dismissal			50	55	218	0	0	0				
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants			0	0	0	0	2	0				
Total Final Agency Actions Finding Discrimination			Comparative Data									
			Previous Fiscal Year Data								2016Thru03-31	
			2011	2012	2013	2014	2015					
			#	%	#	%	#	%	#	%	#	%
Total Number Findings			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						2016Thru03-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	7	6	3	3	10	26						
Total Complainants	6	6	3	3	10	20						
Number complaints pending												
Investigation	0	0	0	0	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	2						
Hearing	5	5	3	3	10	19						

Final Agency Action	1	1	0	0	0	4
Appeal with EEOC Office of Federal Operations	2	2	3	2	3	3
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0	0

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

ACF (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	9	8	5	15	18	15
Number of Complainants	9	8	5	14	15	14
Repeat Filers	0	0	0	1	3	1
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	2	5	2	9	13	9
Color	0	3	1	6	2	2
Religion	1	1	1	2	0	2
Reprisal	5	3	3	9	10	12
Sex	4	4	2	8	10	5
PDA	0	0	0	0	0	0

National Origin	0	0	2	4	1	1
Equal Pay Act	2	1	0	1	0	0
Age	2	4	2	10	9	5
Disability	2	3	2	8	11	7
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	1	0	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	0	1	3	2	2	2
Assignment of Duties	4	1	4	5	3	5
Awards	0	1	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	4	1	2
Suspension	0	0	0	1	0	1
Removal	0	0	0	0	0	0
Other	0	0	1	1	0	1
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	4	1	3	5	4	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	1	3	11	12	12

Sexual	1	0	0	2	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	1	3	3	6	5	0
Reassignment						
Denied	2	2	0	0	0	2
Directed	1	0	2	1	3	0
Reasonable Accommodation Disability	2	2	1	3	3	4
Reinstatement	0	0	0	0	0	0
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	0	0	0
Termination	0	0	0	0	0	3
Terms/Conditions of Employment	1	1	2	4	2	3
Time and Attendance	2	0	2	2	1	2
Training	2	2	2	0	0	2
Other						
User Defined - Other 1	0	0	0	0	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					2016Thru06-30
	2011	2012	2013	2014	2015	

Complaints pending during fiscal year												
Average number of days in investigation	155.18	174.29	153.50	148.22	195.19	178.23						
Average number of days in final action	128.25	306.60	63.75	62.67	166.00	121.33						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	167.57	149.00	154.00	167.00	194.25	178.14						
Average number of days in final action	279.00	370.75	0	12.50	0	149.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	133.50	208.00	153.00	124.75	198.00	178.33						
Average number of days in final action	117.00	50.00	59.33	163.00	178.25	65.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2016Thru06-30	
	2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency	2	1	2	0	0	0						
Average days pending prior to dismissal	50	55	218	0	0	0						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	0	0	0	2	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016Thru06-30	
	2011	2012	2013	2014	2015							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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						2016Thru06-30					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	7	6	3	3	10	19						
Total Complainants	6	6	3	3	10	16						
Number complaints pending												
Investigation	0	0	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	5	5	3	3	10	17						

Final Agency Action	1	1	0	0	0	1
Appeal with EEOC Office of Federal Operations	2	2	3	2	3	3
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0	0

National Origin	0	0	2	4	1	1
Equal Pay Act	2	1	0	1	0	0
Age	2	4	2	10	9	8
Disability	2	3	2	8	11	8
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	1	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
<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	0	1	3	2	2	3
Assignment of Duties	4	1	4	5	3	5
Awards	0	1	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	4	1	2
Suspension	0	0	0	1	0	2
Removal	0	0	0	0	0	0
Other	0	0	1	1	0	1
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	4	1	3	5	4	7
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	1	3	11	12	17

Sexual	1	0	0	2	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	1	3	3	6	5	4
Reassignment						
Denied	2	2	0	0	0	2
Directed	1	0	2	1	3	0
Reasonable Accommodation Disability	2	2	1	3	3	4
Reinstatement	0	0	0	0	0	0
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	0	0	0
Termination	0	0	0	0	0	3
Terms/Conditions of Employment	1	1	2	4	2	4
Time and Attendance	2	0	2	2	1	3
Training	2	2	2	0	0	2
Other						
User Defined - Other 1	0	0	0	0	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					2016Thru09-30
	2011	2012	2013	2014	2015	

Complaints pending during fiscal year												
Average number of days in investigation		155.18	174.29	153.50	148.22	195.19	172.65					
Average number of days in final action		128.25	306.60	63.75	62.67	166.00	122.20					
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation		167.57	149.00	154.00	167.00	194.25	173.62					
Average number of days in final action		279.00	370.75	0	12.50	0	149.50					
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation		133.50	208.00	153.00	124.75	198.00	171.78					
Average number of days in final action		117.00	50.00	59.33	163.00	178.25	104.00					
Complaints Dismissed by Agency			Comparative Data									
			Previous Fiscal Year Data								2016Thru09-30	
			2011	2012	2013	2014	2015					
Total Complaints Dismissed by Agency			2	1	2	0	0	0				
Average days pending prior to dismissal			50	55	218	0	0	0				
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants			0	0	0	0	2	0				
Total Final Agency Actions Finding Discrimination			Comparative Data									
			Previous Fiscal Year Data								2016Thru09-30	
			2011	2012	2013	2014	2015					
			#	%	#	%	#	%	#	%	#	%
Total Number Findings			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						2016Thru09-30					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	7	6	3	3	10	18						
Total Complainants	6	6	3	3	10	15						
Number complaints pending												
Investigation	0	0	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	5	5	3	3	10	17						

Final Agency Action	1	1	0	0	0	0
Appeal with EEOC Office of Federal Operations	2	2	3	2	3	3
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0	1