

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

## Department of the Interior (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	308	298	333	358	328	366
Number of Complainants	302	291	327	346	321	351
Repeat Filers	4	7	6	12	5	14
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	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>	2013	2014	2015	2016	2017	2018Thru09-30
Race	116	89	106	105	101	118
Color	37	34	33	38	41	38
Religion	21	16	9	15	13	20
Reprisal	171	160	165	189	168	200
Sex	112	111	120	134	136	138
PDA	1	1	3	3	3	1

National Origin	44	34	43	45	41	53
Equal Pay Act	0	1	1	2	2	1
Age	108	111	116	108	117	114
Disability	88	100	114	124	105	119
Genetics	0	2	0	0	1	2
Non-EEO	7	11	9	5	12	19
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	19	23	30	50	31	32
Assignment of Duties	45	32	47	40	35	40
Awards	3	2	4	2	9	4
Conversion to Full Time/Perm Status	0	1	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	0	2	3	3	1	0
Reprimand	25	32	18	14	17	13
Suspension	20	11	15	13	20	13
Removal	7	6	3	4	8	16
Other	9	5	0	0	0	1
Duty Hours	10	12	10	3	8	1
Perf. Eval./ Appraisal	51	40	42	43	41	38
Examination/Test	0	0	1	0	2	2
<b>Harassment</b>						
Non-Sexual	127	125	151	158	155	183

Sexual	9	12	10	15	12	12
Medical Examination	3	1	6	2	3	1
Pay including overtime	8	6	8	13	10	2
Promotion/Non-Selection	37	53	61	51	40	54
<b>Reassignment</b>						
Denied	3	4	0	6	0	1
Directed	2	8	12	9	11	14
Reasonable Accommodation Disability	31	29	34	40	27	41
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	0	0	1	1	0
Retirement	4	2	4	3	3	2
Sex-Stereotyping	0	0	0	0	0	2
Telework	0	2	1	17	3	11
Termination	33	23	23	26	26	30
Terms/Conditions of Employment	42	38	43	46	59	49
Time and Attendance	19	24	21	19	18	15
Training	10	8	12	15	9	13
<b>Other</b>						
User Defined - Other 1	12	10	0	0	1	0
User Defined - Other 2	4	1	0	0	0	0
User Defined - Other 3	0	1	0	0	0	0
User Defined - Other 4	0	1	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	300.42	258.26	243.70	193.96	187.07	183.94
Average number of days in final action	153.64	269.63	86.92	59.99	51.78	52.62
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	310.14	258.79	264.61	193.04	192.30	189.47
Average number of days in final action	119.25	297.75	57.84	24.04	46.42	34.69
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	280.65	258.46	202.69	193.76	178.94	181.58
Average number of days in final action	183.59	259.85	107.11	79.92	56.88	69.12
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	27	27	37	38	43	24
Average days pending prior to dismissal	228.85	241.7	172.76	141.79	153.98	107.29
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	19	24	17	18	15	26



<b>Findings After Hearing</b>	1		1		2		0		3		1	
Race	0	0	0	0	0	0	0	0	1	33	1	100
Color	0	0	0	0	0	0	0	0	0	0	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	1	50	0	0	2	67	1	100
Sex	1	100	1	100	1	50	0	0	2	67	1	100
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	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	1	100	1	50	0	0	1	33	1	100
Disability	1	100	0	0	0	0	0	0	3	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
<b>Findings Without Hearing</b>	3		0		1		0		3		1	
Race	0	0	0	0	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	1	33	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	100	0	0	0	0	0	0	1	33	1	100
Sex	2	67	0	0	0	0	0	0	1	33	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	1	33	0	0
Disability	1	33	0	0	1	100	0	0	1	33	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2018Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total complaints from previous Fiscal Years	241	216	238	236	279	285						
Total Complainants	237	207	228	223	269	276						
<b>Number complaints pending</b>												
Investigation	92	35	8	7	14	6						
ROI issued, pending Complainant's action	0	0	1	1	0	0						
Hearing	165	183	219	220	269	276						
Final Agency Action	53	20	13	13	7	8						
Appeal with EEOC Office of Federal Operations	63	91	93	204	70	62						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2018Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	133	54	17	18	28	18						