Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

						Co	mpara	tive Da	ta (Sec	. 1614.	705)							
Complaint Activity Sec. 1614.704 (a), (b), and (c)							Previo	ous Fis	cal Yea	r Data							2018 9/30	
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017		
Number of Complaints Filed	46	39	33	26	21	28	37	30	33	21	25	26	24	46	40	44	31	
Number of Complainants	43	38	30	26	19	23	36	26	33	21	24	25	24	42	39	44	31	
Repeat Filers	2	1	3	0	2	3	1	3	1	0	1	1	0	3	1	0	0	
Complaints by Basis Sec. 1614.704 (d)							Cor	nparat	ive Dat	ta (Sec.	1614.7	(05)						2010
Companies 5, 2455 500 101 11, 01 (a)				,	,			Previo	us Fisc	al Yea	r Data							2018 thru
Note: Complaints can be filed alleging multiple base The sum of the bases may not equal total complaints		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	9/30/1
Race		19	12	13	11	7	6	24	12	13	4	9	8	6	18	15	19	
Color		1	0	1	1	1	0	1	4	1	2	2	6	1	2	2	1	
Religion		8	0	2	0	1	0	1	0	0	0	2	2	1	3	1	1	
Reprisal		24	24	23	14	12	21	20	21	20	11	13	15	13	23	17	23	1
Sex		17	16	13	7	3	11	20	16	10	12	7	10	6	17	16	15	
PDA		0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
National Origin		6	6	4	6	3	7	4	7	9	4	3	5	4	3	7	6	
Equal Pay Act		0	0	0	0	0	1	0	1	1	0	1	2	0	1	1	1	
Age		9	12	8	9	7	5	12	13	9	7	7	4	5	11	12	11	
Disability		12	8	9	5	4	22	15	11	14	7	14	18	16	25	22	22	2
Genetic Information		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	1	0	0	1	0	0	
Non-EEO basis		0	0	0	0	0	0	0	0	0	3	1	2	0	0	0	0	
Complaints by Issue Sec. 1614.704 (e)							Cor	nparat	ive Dat	a (Sec.	1614.7	(05)						
			P	reviou	s Fisca	Year	Data											2018 thru
Note: Complaints can be filed alleging multiple issue. The sum of the issues may not equal total complaints filed.		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	9/30/1
Appointment/Hire		3	2	1	1	0	5	6	14	1	5	1	5	2	13	4	3	
Assignment of Duties		1	4	5	4	2	4	0	3	3	4	3	1	1	1	7	10	
Awards		4	2	1	1	0	1	1	1	1	0	1	0	0	0	0	2	

it has taken an agency to complete, respectively, investigation and final action for:	2002	2003	2004	200	5 2	006	2007	2008	200)9 2	2010	2011	2012	201	13	2014	2015	2016	2017	9/30/1
Processing Time Sec. 1614.704(f) the average length of time											Sec. 16 Year D	614.705) Data	<u>, </u>							2018 thru
1		10	12	3		'			<u> </u>					<u> </u>		<u> </u>	10			Т
Training Other		$\begin{vmatrix} 1 \\ 0 \end{vmatrix}$	12	3	2	7	6	2	6	0	0	3	0	0	0	0	5	54		
Time and Attendance		0	1	3	1	0	0	0	l	0	1 2	0	0	1	2	2	4	1		
Terms/Conditions of Employment		10	5	9	9	6	13	9	7	6	6	7	7	8	9	15	19	10		
Termination		3	0	0	0	0	5	6	7	2	2	1	-	3	2	7	7	0		
Retirement		1	1	0	0	0	2	1	1	0	0	0	0	1	0	0	1	0		
Reinstatement		0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	0	0		
Reasonable Accommodation		7	3	3	1	2	7	7	3	5	2	6	5	8	11	8	9	8		
Directed		1	2	1	2	2	0	0	1	1	0	1	2	0	0	1	2	0		
Denied		2	3	1	0	0	0	0	0	0	0	1	1	0	1	0	1	0		
					Rea	ssignn	nent													
Promotion/Non-Selection		16	8	4	4	3	4	29	17	12	1	0	2	2	6	12	13	3		
Pay (Including Overtime)		2	2	0	0	0	2	3	2	1	0	2	2	0	2	5	1	0		
Medical Examination		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Sexual		1	1	0	0	0	0	1	0	1	3	1	0	2	0	4	1	3		
Non-Sexual		18	13	12	11	6	8	14	3	13	3	13	12	10	16	14	16	19		
					На	rassm	ent		<u> </u>											
Examination/Test		0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Evaluation Appraisal		6	7	9	2	1	11	11	4	6	2	1	1	4	5	2	15	5		
Duty Hours		1	0	0	0	2	0	0	0	0	0	0	0	0	0	1	1	0		
Other		0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0		
Suspension		0	2	0	2	0	0	1	0	1	2	1	0	1	0	0	0	1		
Removal		1	0	1	0	2	1	1	6	3	0	0	0	2	0	0	0	1		
Demotion Reprimand		3	0	1	0	0	1	0	2	2	2	0	2	0	0	5	0	0		
D. d				0		1	Action 5	1		1	Τ	1				To		0		
					. .														1	

Complaints pending (<i>for any length of time</i>) during fiscal year																	
Average number of days in investigation stage	248.47	241.76	144.70	152.61	180.83	109.91	172.17	222.51	229.54	340.59	240.08	207.90	248.82	218.36	262.47	293.00	398.06
Average number of days in final action stage	96.81	132.60	156.84	155.63	174.69	128.75	144.75	131.18	92.53	215.13	205.67	312.22	164.60	71.50	170.75	63.83	172.25
Complaints pending (for any length of time) during fiscal year where hearing was requested																	

Average number of days in investigation stage	300.95	292.94	331.73	222.42	204.80	196.20	204.73	180.00	235.40	165.60	239.86	143.37	247.62	165.22	242.05	297.80	375.44
Average number of days in final action stage	89.90	78.67	96.60	42.08	98.40	37.00	135.50	35.80	55.00	40.00	30.00	154.00	72.00	40.00	277.00	56.00	79.00
Complaints pending (for any length of time) during fiscal year where hearing was not requested																	
Average number of days in investigation stage	312.68	372.95	241.87	196.06	181.55	75.13	167.79	236.32	226.35	109.66	240.33	202.28	252.00	314.00	329.75	269.50	427.14
Average number of days in final action stage	105.44	151.68	196.13	231.33	208.91	212.58	137.86	153.67	94.23	105.28	381.33	158.00	187.75	134.50	182.67	76.25	265.50
																1	

						C	omparat	ive Data	a (Sec. 10	614.705)						2018
Complaints Dismissed by Agency							Previo	us Fisca	al Year I	Data							thru
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	9/30/18
Total Complaints Dismissed by Agency	9	2	4	3	4	1	1	3	0	4	5	6	2	0.00	7	5	5
Average days pending prior to dismissal	376.30	238.00	82.00	119.00	74.75	51.00	140.00	60.67	100.00	82.00	161.40	152.75	117.00	0.00	49	253	320
Complaints Withdrawn by Complainants																	
Total complaints Withdrawn by Complainants	4	5	10	4	2	0	2	4	1	2	1	1	0	2	5	4	3

Total Final												Comparat	ive	Data	ı (S	ec.	161	4.70	5)															2018
Actions Finding												Previo	us	Fisca	ıl Y	'ear	Da	ta																thru
Discrimination (Sec.		2002		2003		2004	2	005		2006		2007	2	008	2	009	2	010	2	2011	2	2012	20	013		2014	20	015		2016		2017	9	0/30/18
1614.704(i))	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		0		1		0		0		0		0		0		0		0		1	100.00%	0		0	0.00%	0	0.00%	0	0.00%
Without Hearing	0		0		0		0		0		0		0		0		0		0		0		0		0	100.00%	0		0	0.00%	0	0.00%	0	0.00%
With Hearing	1	100.00%	1	100.00%	1	100.00%	0		1	100.00%	0	100.00%	0		0		0		0		0		0		1	0	0		0	0.00%	0	0.00%	0	0.00%

Findings of												Co	mpa	rat	ive l	Data	a (Se	ec. 1	614	.705	5)												2018
Discrimination Rendered by													Pre	evio	us I	isca	al Y	ear	Dat	a													thru
Basis	2002		2003	:	2004	20	005		2006	20	007	20	008	20	009	20	010	20	011	2	012	20	13		2014		2015		2016		2017		/30/18
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings	1		1		1		0	1		0	0	0		0	0	0	0	1	100.00%	0	0%	0	0.00%	0	0.00%	0	0.00%
Race	П		1	100%							Г	Г		Г		Γ	Γ							0	0.00%	0	0
Color	П		Г				Г				Г	Г		Г		Γ	Г	Г						0	0.00%	0	0
Religion	П										Г	Г		Г			Г							0	0.00%	0	0
Reprisal	П											Γ	П	Г		Γ								0	0.00%	0	0
Sex	П		1	100%	1	100%					Г	Г	П	Γ			Г	1	100	0	0%	0	0.00%	0	0.00%	0	0.00%
National Origin	П		Г		1	100%					Г	Г		Γ		Γ	Γ	1	100	0	0%	0	0.00%	0	0.00%	0	0.00%
Equal Pay Act	П		Г								Г	Г		Г		Г	Γ	Г						0		0	0
Age	П		1	100%							Г	Г		Г		Γ	Γ	Г						0		0	0
Disability	1	100%	Г				Г	1	100%		Г	Г		Г		Γ	Г	Г						0		0	0
Genetic Information																								0		0	0
Non-EEO	П		Г								Г					Г	Γ							0		0	0
Findings After Hearing	1		1		1		0	1		0	0	0		0	0	0	0	1	100.00%	0		0	0.00%	0		0	0.00%
Race			1	100%																				0		0	
Color																								0		0	
Religion																								0		0	
Reprisal																								0		0	
Sex			1	100%	1	100%												1	100	0	0.00%	0	0.00%	0		0	0.00%
National Origin					1	100%												1	100	0	0.00%	0	0.00%	0		0	0.00%
Equal Pay Act																								0		0	
Age			1	100%																				0		0	
Disability			L					1	100%															0		0	
Genetic Information																								0		0	
Non-EEO																								0		0	
Findings Without Hearing	0		0		0		0	0		0	0	0		0	0	0	0	0		0	0	0	0.00%	0		0	0.00%
Race																								0		0	
Color																								0		0	
Religion																								0		0	
Reprisal																								0		0	
Sex	П		Г								Г	Γ		Γ		Γ	Γ							0		0	

									_					_,				_,	_,_	_		_												_				,
National Origin																																			0		0	
Equal Pay Act																																			0		0	
Age																																			0		0	
Disability																																			0		0	
Genetic Information																																			0		0	
Non-EEO																																			0		0	0.0
												(Com	par	ative	· L) Data (S	Sec	. 161	4.7	05)																	
													P	rev	vious	F	iscal Y	Yea	ır Da	ta																	2018	
Findings of	Г	2002		2003		20	004	20	005		2006	2	007	7	2008	Γ	2009	7	2010	2	2011	2	012		201	3	201	4	20	015	Π	201	16	20	017		thru /30/18	
Discrimination Rendered by Issue	#	%	#	%	, #	#	%	#	%	#	%	#	%	#	%	7	# %	#	9%	#	%	#	%	#	4 9	⁄o #	4 9	%	#	%	#		%	#	%	#	%	
Total Number Findings	1		1		1	ı		0		1		0		0		1	0	0		0		0		0	,	0			0		0			0		0	0.009	%
Appointment/Hire						T										T	T	T						T												П		
Assignment of Duties						\uparrow						Γ		T		T		T		Γ				T	T	1	1	00	0		0	0.0	00%	0		0	0.009	%
Awards	Г					T				1	100%	Г		Γ		Ī		Γ		Γ				0		1	1	00	0		0	0.0	00%	0		0	0.009	%
Conversion to Full-time																																						
	•												Disc	cip	linar	y Z	Action	1	'		'						-		_									
Demotion			T														\top																					
Reprimand	Г					T				Г		Г		Γ	Γ	T		Γ		Γ				T	T						Г	Г				П		
Suspension	Π		Τ							Г				T	Γ	ĺ	\top						Γ	T		1	1	00	0		0	0.0	00%			0	0.009	%
Removal	Γ		T			T		Г		Г		Γ		Γ	Γ	T		Γ		Γ				T	T						Γ	Г				П		
Other																																						
Duty Hours																																						
Evaluation Appraisal																																						
Examination/Test																																						
														Ha	rassı	ne	ent																					
Non-Sexual																																						
Sexual																																						
Medical Examination																																				\bigsqcup		
Pay (Including Overtime)																																						
Promotion/Non- Selection			1	100	%																																	

											R	Rea	ssigr	me	nt												
Denied															Π										П	\Box	
Directed																				Г					П	П	
Reasonable Accommodation	1	100%																									
Reinstatement																									П	П	
Retirement														Γ											П	П	
Termination										Г		Γ		Γ											П	П	
Terms/Conditions of Employment					1	100%																					
Time and Attendance								Г		Г					П		Π								П	П	
Training					Г			Г		Г		Γ					Г		Г				Г		П	П	
Other								Г		Γ		Γ					Г			Г					П	П	
Findings After Hearing	1		1		1		0	1		0		0		0		0		0	0	0		0	0	0.00%		0	0.00%
Appointment/Hire								П									Π								П	П	
Assignment of Duties																				1	100	0	0	0.00%	П	0	0.00%
Awards								1	100%											1	100	0	0	0.00%	П	0	0.00%
Conversion to Full-time																											
											Disc	ipl	inar	y A	ction	1			 								
Reprimand														Γ											П	П	
Suspension																				1	100				П	П	
Removal								П																	П	П	
Other																									П	П	
Duty Hours																											
Evaluation Appraisal																											
Examination/Test																											
]	Ha	rassı	ner	ıt												
Non-Sexual																											
Sexual																									\prod		
Medical Examination																											
Pay (Including Overtime)																											
Promotion/Non- Selection			1	100%																							

				 <u> </u>	I			<u> </u>	R	eas	sign		ıt 1t								 		 <u> </u>	
Denied	Π																				Г			
Directed	Г		Г	T			П					П			П	П	Г				Г		Г	
Reasonable Accommodation				1	100%																			
Reinstatement			Г	Π			П										П			Г	Г			
Retirement							П										П							
Termination							П										П			Г	Г			
Terms/Conditions of Employment	1	100%																						
Time and Attendance			Г	Г			П										П			Г	Г			
Training							П							П	П	П	П				Г		Г	
Other						Г	П							\Box	П	П	П				Г			
Findings Without Hearing	0		0	0		0	0	0		0		0		0	0	0	0	0						
Appointment/Hire																								
Assignment of Duties																		1	100					
Awards																		1	100					
Conversion to Full-time																								
									Disc	ipli	nary	Ac	ction											
Reprimand																								
Suspension																		1	100					
Removal																								
Other																								
Duty Hours																								
Evaluation Appraisal																								
Examination/Test																								
]	Har	assn	ien	t											
Non-Sexual																								
Sexual																								
Medical Examination																								
Pay (Including Overtime)																								
Promotion/Non-																	П							

Selection																														
											Rea	ssign	nei	nt																
Denied																														
Directed																														
Reasonable Accommodation																														
Reinstatement																														
Retirement																														
Termination																														
Terms/Conditions of Employment																														
Time and Attendance																														
Training																														
Other																														
														Co	mpa	ırati	ive D	ata (Sec	1614	.705)									2018
Pending Complaints Status		ed in Pr c. 1614			al Y	ears by									Pre	evio	us Fi	scal	Yea	r Data	ı								1	thru /30/18
							2002	200	3 200	04	2005	2000	5 2	2007	20	08	200	9 20)10	2011	2012	2013	3 20	014	2015	2016	2	017	9/	30/18
Total complaints from	pre	vious Fi	scal	Years			63	60	56		36	24]	15	27		50	46	5	34	23	28		28	18	25	L	29		40
Total Complainants							57	53	53		32	24		15	24	.	40	38	3	29	20	25		25	17	23		26		39
									N	um	ber co	mplai	ints	pen	ding	3														
Investigation							33	25	10		6	8		4	11		19	0		0	0	0	2		2	4	9)		13
ROI Issued, Pending C	omj	olainant	's A	ctions			0	0	0		0	0	(0	0		0	0		0	1	0	0		0	0	0)		1
Hearing							30	12	20		16	9	15	5	9		15	10)	9	6	9	9		13	18	1	4		17
Final Agency Action							0	20	15		10	10	- 0	6	7		16	6		1	3	5	5		3	3	6	;		9
Appeal with EEOC Of	fice	of Fede	eral (Operation	ons		*	*	6		8	7	1	7	5		5	9		11	17	15	1:	5	16	14	1	6		15

^{*}Column corrected by 2 complaints that were settled during FY 2008 at the hearing stage but were not inputted into the complaint data-base.

Complaint Investigations	Comparative Data (Sec. 1614.705)															2018	
	Previous Fiscal Year Data																thru
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	9/30/18
Pending Completion Where Investigation Exceeds Required Time Frames	4	1	0	0	1	1	1	0	1	2	1	0	0	3	8	13	24