

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

## FNCS (and below)

For 4th Quarter 2017 for period ending September 30, 2017

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2017Thru09-30 |
|  | 2012                      | 2013 | 2014 | 2015 | 2016 |               |
| Number of Complaints Filed   | 7                         | 13   | 10   | 10   | 18   | 20            |
| Number of Complainants   | 7                         | 13   | 9    | 10   | 18   | 19            |
| Repeat Filers  | 0                         | 0    | 1    | 0    | 0    | 1             |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2017Thru09-30 |
|  | 2012                      | 2013 | 2014 | 2015 | 2016 |               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |               |
| Race   | 3                         | 6    | 5    | 4    | 10   | 6             |
| Color  | 0                         | 1    | 0    | 0    | 1    | 0             |
| Religion   | 1                         | 1    | 2    | 0    | 0    | 0             |
| Reprisal   | 5                         | 5    | 2    | 6    | 7    | 7             |
| Sex  | 6                         | 5    | 5    | 4    | 6    | 13            |
| PDA  | 0                         | 0    | 0    | 0    | 0    | 0             |
| National Origin  | 1                         | 2    | 0    | 0    | 3    | 1             |
| Equal Pay Act  | 0                         | 1    | 0    | 0    | 0    | 4             |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Age  | 2                                | 7           | 6           | 3           | 6           | 8                    |
| Disability   | 1                                | 7           | 4           | 4           | 8           | 6                    |
| Genetics   | 0                                | 0           | 1           | 0           | 0           | 0                    |
| Non-EEO  | 0                                | 3           | 1           | 1           | 2           | 0                    |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017Thru09-30</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |                      |
| Appointment/Hire   | 0                                | 2           | 1           | 2           | 1           | 4                    |
| Assignment of Duties   | 3                                | 3           | 5           | 5           | 3           | 4                    |
| Awards   | 0                                | 0           | 0           | 1           | 0           | 0                    |
| Conversion to Full Time/Perm Status  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                      |
| Demotion   | 1                                | 0           | 0           | 0           | 0           | 0                    |
| Reprimand  | 3                                | 0           | 1           | 1           | 1           | 0                    |
| Suspension   | 0                                | 1           | 0           | 2           | 1           | 0                    |
| Removal  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Other  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Duty Hours   | 0                                | 0           | 2           | 1           | 0           | 1                    |
| Perf. Eval./ Appraisal   | 1                                | 1           | 1           | 5           | 2           | 5                    |
| Examination/Test   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 6                                | 3           | 5           | 7           | 9           | 10                   |
| Sexual   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Medical Examination  | 0                                | 0           | 1           | 0           | 0           | 0                    |
| Pay including overtime   | 0                                | 0           | 0           | 0           | 0           | 7                    |
| Promotion/Non-Selection  | 2                                | 5           | 5           | 2           | 2           | 5                    |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 0                                | 0           | 0           | 0           | 0           | 0                    |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Directed   | 1                                | 0           | 1           | 2           | 2           | 0                    |
| Reasonable Accommodation Disability                                  | 0                                | 1           | 1           | 2           | 2           | 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           | 3           | 2                    |
| Termination  | 1                                | 1           | 1           | 3           | 2           | 0                    |
| Terms/Conditions of Employment                                       | 4                                | 4           | 3           | 3           | 3           | 3                    |
| Time and Attendance  | 1                                | 0           | 4           | 0           | 2           | 3                    |
| Training   | 2                                | 0           | 0           | 1           | 2           | 0                    |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| 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                    |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017Thru09-30</b> |
|  | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |                      |
| Complaints pending during fiscal year                                |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 190.33                           | 193.50      | 193.33      | 192.62      | 249.00      | 198.87               |
| Average number of days in final action                               | 102.33                           | 105.33      | 153.20      | 91.80       | 165.33      | 63.50                |
| Complaint pending during fiscal year where hearing was requested     |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 0                                | 186.40      | 193.67      | 190.00      | 247.50      | 195.64               |
| Average number of days in final action                               | 89.75                            | 15.00       | 143.00      | 110.00      | 41.00       | 54.00                |
| Complaint pending during fiscal year where hearing was not requested |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 190.33                           | 200.60      | 192.67      | 195.25      | 249.50      | 201.83               |





|   |                                  |          |             |          |             |          |             |          |             |          |                      |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| 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        |
| <b>Findings of Discrimination<br/>Rendered by Issue</b> | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                      |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2017Thru09-30</b> |          |
|   | <b>2012</b>                      |          | <b>2013</b> |          | <b>2014</b> |          | <b>2015</b> |          | <b>2016</b> |          |                      |          |
|   | <b>#</b>                         | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>             | <b>%</b> |
| <b>Total Number Findings</b>                            | 0                                |          | 0           |          | 0           |          | 0           |          | 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        |
| <b>Disciplinary Action</b>                              |                                  |          |             |          |             |          |             |          |             |          |                      |          |
| Demotion  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Reprimand   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0                    | 0        |
| Suspension  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0                    | 0        |
| Removal   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Other   | 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        |
| <b>Harassment</b>                                       |                                  |          |             |          |             |          |             |          |             |          |                      |          |
| Non-Sexual  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 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        |
| <b>Reassignment</b>                                     |                                  |          |             |          |             |          |             |          |             |          |                      |          |



|                                     |   |   |   |   |   |   |   |   |   |   |   |   |
|-------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | 0 | 0 | 0 | 0 | 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 | 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 |
|                                     |   |   |   |   |   |   |   |   |   |   |   |   |
| <b>Findings Without Hearing</b>     | 0 |   | 0 |   | 0 |   | 0 |   | 1 |   | 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 |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b>  | <b>Comparative Data</b>          |             |             |             |             |    | <b>2017Thru09-30</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |    |                      |   |   |   |   |   |
|   | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |    |                      |   |   |   |   |   |
| Total complaints from previous Fiscal Years                         | 3                                | 3           | 5           | 4           | 6           | 13 |                      |   |   |   |   |   |
| Total Complainants  | 3                                | 3           | 5           | 4           | 6           | 12 |                      |   |   |   |   |   |
| <b>Number complaints pending</b>                                    |                                  |             |             |             |             |    |                      |   |   |   |   |   |
| Investigation   | 1                                | 1           | 1           | 0           | 0           | 0  |                      |   |   |   |   |   |
| ROI issued, pending Complainant's action                            | 0                                | 0           | 0           | 0           | 0           | 0  |                      |   |   |   |   |   |
| Hearing   | 2                                | 1           | 4           | 3           | 5           | 13 |                      |   |   |   |   |   |
| Final Agency Action   | 0                                | 1           | 0           | 1           | 1           | 0  |                      |   |   |   |   |   |
| Appeal with EEOC Office of Federal Operations                       | 1                                | 1           | 1           | 0           | 1           | 2  |                      |   |   |   |   |   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |    | <b>2017Thru09-30</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |    |                      |   |   |   |   |   |
|   | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |    |                      |   |   |   |   |   |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                                | 1           | 0           | 0           | 1           | 0  |                      |   |   |   |   |   |