

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

FS (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2017Thru03-31 |
| | 2012 | 2013 | 2014 | 2015 | 2016 | |
| Number of Complaints Filed | 171 | 180 | 150 | 153 | 158 | 72 |
| Number of Complainants | 156 | 158 | 141 | 148 | 143 | 68 |
| Repeat Filers | 10 | 17 | 7 | 5 | 11 | 4 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2017Thru03-31 |
| | 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> | 2012 | 2013 | 2014 | 2015 | 2016 | 2017Thru03-31 |
| Race | 44 | 47 | 60 | 40 | 34 | 27 |
| Color | 3 | 1 | 7 | 5 | 3 | 3 |
| Religion | 6 | 5 | 1 | 4 | 16 | 4 |
| Reprisal | 91 | 108 | 91 | 96 | 92 | 38 |
| Sex | 71 | 67 | 65 | 57 | 48 | 29 |
| PDA | 0 | 1 | 1 | 0 | 0 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin | 18 | 21 | 25 | 24 | 13 | 6 |
| Equal Pay Act | 0 | 1 | 0 | 1 | 0 | 1 |
| Age | 48 | 50 | 49 | 45 | 49 | 28 |
| Disability | 48 | 58 | 34 | 58 | 55 | 26 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 1 |
| Non-EEO | 20 | 12 | 15 | 11 | 10 | 10 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2017Thru03-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2012 | 2013 | 2014 | 2015 | 2016 | |
| Appointment/Hire | 13 | 12 | 8 | 10 | 5 | 5 |
| Assignment of Duties | 30 | 46 | 46 | 31 | 27 | 13 |
| Awards | 5 | 7 | 5 | 6 | 1 | 0 |
| Conversion to Full Time/Perm Status | 1 | 1 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 0 | 4 | 0 | 0 | 0 |
| Reprimand | 6 | 9 | 8 | 28 | 11 | 1 |
| Suspension | 15 | 13 | 12 | 25 | 8 | 6 |
| Removal | 4 | 5 | 3 | 4 | 3 | 2 |
| Other | 0 | 0 | 0 | 0 | 5 | 1 |
| Duty Hours | 6 | 1 | 4 | 3 | 2 | 2 |
| Perf. Eval./ Appraisal | 14 | 26 | 26 | 21 | 25 | 10 |
| Examination/Test | 3 | 1 | 2 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 110 | 111 | 91 | 98 | 103 | 38 |

| | | | | | | |
|-------------------------------------|----|----|----|----|----|----|
| Sexual | 9 | 3 | 7 | 4 | 3 | 0 |
| Medical Examination | 2 | 1 | 1 | 3 | 1 | 0 |
| Pay including overtime | 6 | 10 | 17 | 10 | 7 | 6 |
| Promotion/Non-Selection | 29 | 37 | 33 | 51 | 32 | 16 |
| Reassignment | | | | | | |
| Denied | 2 | 8 | 11 | 9 | 7 | 0 |
| Directed | 4 | 10 | 20 | 8 | 1 | 4 |
| Reasonable Accommodation Disability | 19 | 27 | 15 | 27 | 26 | 11 |
| Reinstatement | 0 | 0 | 0 | 1 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 2 | 0 |
| Retirement | 0 | 1 | 0 | 0 | 0 | 1 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 1 | 0 |
| Telework | 0 | 0 | 0 | 0 | 7 | 0 |
| Termination | 7 | 17 | 19 | 12 | 5 | 5 |
| Terms/Conditions of Employment | 24 | 72 | 61 | 54 | 28 | 12 |
| Time and Attendance | 18 | 23 | 16 | 29 | 20 | 3 |
| Training | 9 | 14 | 13 | 19 | 21 | 7 |
| Other | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| 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 | | | | | 2017Thru03-31 |
| | 2012 | 2013 | 2014 | 2015 | 2016 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 214.69 | 227.53 | 209.69 | 198.55 | 202.23 | 172.44 |
| Average number of days in final action | 236.84 | 131.64 | 173.22 | 101.19 | 131.90 | 116.92 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 202.75 | 223.60 | 205.90 | 215.82 | 209.71 | 173.97 |
| Average number of days in final action | 166.35 | 62.96 | 189.56 | 160.00 | 39.10 | 88.12 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 231.69 | 233.20 | 215.34 | 180.09 | 188.21 | 170.52 |
| Average number of days in final action | 267.56 | 165.98 | 152.93 | 87.13 | 229.46 | 137.86 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2017Thru03-31 |
| | 2012 | 2013 | 2014 | 2015 | 2016 | |
| Total Complaints Dismissed by Agency | 18 | 32 | 19 | 18 | 16 | 20 |
| Average days pending prior to dismissal | 77 | 150 | 88 | 95 | 85 | 90 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 9 | 5 | 8 | 5 | 6 | 2 |

| | | | | | | | | | | | | |
|---|----------------------------------|----|-------------|----|-------------|----|-------------|----|-------------|---|---------------------------|---|
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2017Thru03- 31 | |
| | 2012 | | 2013 | | 2014 | | 2015 | | 2016 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 6 | | 5 | | 2 | | 3 | | 0 | | 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 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 1 | 17 | 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 | 4 | 67 | 1 | 20 | 1 | 50 | 1 | 33 | 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 | 1 | 20 | 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 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 6 | | 4 | | 2 | | 0 | | 0 | | 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 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 1 | 17 | 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 | 4 | 67 | 1 | 25 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| | Previous Fiscal Year Data | | | | | 2017Thru03-31 |
| | 2012 | 2013 | 2014 | 2015 | 2016 | |
| Total complaints from previous Fiscal Years | 143 | 162 | 196 | 211 | 181 | 254 |
| Total Complainants | 116 | 133 | 158 | 184 | 170 | 217 |
| Number complaints pending | | | | | | |
| Investigation | 16 | 13 | 13 | 11 | 4 | 9 |
| ROI issued, pending Complainant's action | 0 | 0 | 2 | 0 | 0 | 6 |
| Hearing | 89 | 109 | 154 | 180 | 152 | 207 |
| Final Agency Action | 37 | 40 | 27 | 19 | 19 | 22 |
| Appeal with EEOC Office of Federal Operations | 10 | 14 | 19 | 4 | 25 | 38 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2017Thru03-31 |
| | 2012 | 2013 | 2014 | 2015 | 2016 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 25 | 15 | 13 | 13 | 1 | 2 |