

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

## ERS

For 2nd Quarter 2020 for period ending March 31, 2020

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2020Thru03-31 |
|  | 2015                      | 2016 | 2017 | 2018 | 2019 |               |
| Number of Complaints Filed   | 2                         | 1    | 2    | 3    | 2    | 1             |
| Number of Complainants   | 2                         | 1    | 2    | 2    | 2    | 1             |
| Repeat Filers  | 0                         | 0    | 0    | 1    | 0    | 0             |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2020Thru03-31 |
|  | 2015                      | 2016 | 2017 | 2018 | 2019 |               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |               |
| Race   | 0                         | 1    | 0    | 1    | 1    | 1             |
| Color  | 0                         | 1    | 1    | 0    | 0    | 0             |
| Religion   | 0                         | 0    | 0    | 0    | 0    | 0             |
| Reprisal   | 2                         | 1    | 2    | 3    | 1    | 0             |
| Sex  | 1                         | 1    | 0    | 1    | 1    | 0             |
| PDA  | 0                         | 0    | 0    | 0    | 0    | 0             |
| National Origin  | 0                         | 0    | 0    | 1    | 0    | 0             |
| Equal Pay Act  | 0                         | 0    | 0    | 1    | 0    | 0             |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Age  | 0                                | 0           | 0           | 0           | 1           | 0                    |
| Disability   | 1                                | 0           | 0           | 0           | 0           | 1                    |
| Genetics   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Non-EEO  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru03-31</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |
| Appointment/Hire   | 0                                | 0           | 0           | 0           | 0           | 1                    |
| Assignment of Duties   | 0                                | 0           | 1           | 0           | 0           | 0                    |
| Awards   | 1                                | 0           | 0           | 0           | 0           | 0                    |
| Conversion to Full Time/Perm Status  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                      |
| Demotion   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Reprimand  | 0                                | 0           | 0           | 1           | 0           | 0                    |
| Suspension   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Removal  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Duty Hours   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Perf. Eval./ Appraisal   | 1                                | 0           | 0           | 2           | 0           | 0                    |
| Examination/Test   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 2                                | 0           | 0           | 2           | 1           | 0                    |
| Sexual   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Medical Examination  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Pay including overtime   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Promotion/Non-Selection  | 0                                | 1           | 1           | 0           | 1           | 0                    |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 1                                | 0           | 0           | 0           | 0           | 0                    |
| Directed   | 0                                | 0           | 0           | 0           | 0           | 0                    |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Reasonable Accommodation Disability                                  | 0                                | 0           | 1           | 0           | 0           | 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           | 0                    |
| Terms/Conditions of Employment                                       | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Time and Attendance  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Training   | 0                                | 0           | 0           | 0           | 0           | 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>2020Thru03-31</b> |
|  | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |
| Complaints pending during fiscal year                                |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 194.00                           | 161.00      | 169.00      | 142.00      | 189.00      | 205.00               |
| Average number of days in final action                               | 14.00                            | 0           | 14.00       | 8.00        | 4.00        | 8.50                 |
| Complaint pending during fiscal year where hearing was requested     |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 194.00                           | 0           | 169.00      | 142.00      | 189.00      | 205.00               |
| Average number of days in final action                               | 14.00                            | 0           | 14.00       | 8.00        | 4.00        | 8.50                 |
| Complaint pending during fiscal year where hearing was not requested |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 0                                | 161.00      | 0           | 0           | 0           | 0                    |

|   |                                  |             |             |             |             |             |                      |             |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------|----------------------|-------------|
| Average number of days in final action  | 0                                | 0           | 0           | 0           | 0           | 0           | 0                    |             |
| <b>Complaints Dismissed by Agency</b>   | <b>Comparative Data</b>          |             |             |             |             |             | <b>2020Thru03-31</b> |             |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2015</b> |                      | <b>2016</b> |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |             |                      |             |
| Total Complaints Dismissed by Agency  | 0                                | 0           | 1           | 1           | 1           | 0           |                      |             |
| Average days pending prior to dismissal   | 0                                | 0           | 50          | 8           | 45          | 0           |                      |             |
| <b>Complaints Withdrawn by Complainants</b>   |                                  |             |             |             |             |             |                      |             |
| Total Complaints Withdrawn by Complainants  | 0                                | 0           | 0           | 0           | 0           | 0           |                      |             |
| <b>Total Final Agency Actions Finding Discrimination</b>  | <b>Comparative Data</b>          |             |             |             |             |             | <b>2020Thru03-31</b> |             |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2015</b> |                      | <b>2016</b> |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |             |                      |             |
|   | <b>#</b>                         | <b>%</b>    | <b>#</b>    | <b>%</b>    | <b>#</b>    | <b>%</b>    |                      | <b>#</b>    |
| Total Number Findings   | 0                                | 0           | 0           | 0           | 0           | 0           |                      |             |
| Without Hearing   | 0                                | 0           | 0           | 0           | 0           | 0           |                      |             |
| With Hearing  | 0                                | 0           | 0           | 0           | 0           | 0           |                      |             |
| <b>Findings of Discrimination Rendered by Basis</b>   | <b>Comparative Data</b>          |             |             |             |             |             | <b>2020Thru03-31</b> |             |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2015</b> |                      | <b>2016</b> |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |             |                      |             |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | <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           | 0           | 0           |                      |             |
| Race  | 0                                | 0           | 0           | 0           | 0           | 0           |                      |             |
| Color   | 0                                | 0           | 0           | 0           | 0           | 0           |                      |             |
| Religion  | 0                                | 0           | 0           | 0           | 0           | 0           |                      |             |
| Reprisal  | 0                                | 0           | 0           | 0           | 0           | 0           |                      |             |
| Sex   | 0                                | 0           | 0           | 0           | 0           | 0           |                      |             |
| PDA   | 0                                | 0           | 0           | 0           | 0           | 0           |                      |             |



|   |                                  |          |             |          |             |          |             |          |             |          |                      |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| Age   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Disability  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 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>2020Thru03-31</b> |          |
|   | <b>2015</b>                      |          | <b>2016</b> |          | <b>2017</b> |          | <b>2018</b> |          | <b>2019</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           |          | 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        |
| <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        | 0           | 0        | 0                    | 0        |
| Suspension  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Removal   | 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>                                     |                                  |          |             |          |             |          |             |          |             |          |                      |          |
| Denied  | 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>2020Thru03-31</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |   |                      |   |   |   |   |   |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |   |                      |   |   |   |   |   |
| Total complaints from previous Fiscal Years                         | 2                                | 4           | 2           | 2           | 2           | 1 |                      |   |   |   |   |   |
| Total Complainants  | 2                                | 4           | 2           | 2           | 2           | 1 |                      |   |   |   |   |   |
| <b>Number complaints pending</b>                                    |                                  |             |             |             |             |   |                      |   |   |   |   |   |
| Investigation   | 0                                | 0           | 0           | 0           | 0           | 0 |                      |   |   |   |   |   |
| ROI issued, pending Complainant's action                            | 0                                | 0           | 0           | 0           | 0           | 0 |                      |   |   |   |   |   |
| Hearing   | 2                                | 4           | 2           | 2           | 2           | 1 |                      |   |   |   |   |   |
| Final Agency Action   | 0                                | 0           | 0           | 0           | 0           | 0 |                      |   |   |   |   |   |
| Appeal with EEOC Office of Federal Operations                       | 0                                | 1           | 1           | 1           | 1           | 1 |                      |   |   |   |   |   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |   | <b>2020Thru03-31</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |   |                      |   |   |   |   |   |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |   |                      |   |   |   |   |   |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                                | 0           | 0           | 0           | 0           | 0 |                      |   |   |   |   |   |