

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

OCFO (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	29	48	35	42	35	<u>7</u>
Number of Complainants	27	42	34	41	32	6
Repeat Filers	2	6	1	1	3	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2015	2016	2017	2018	2019	
Race	17	32	20	34	24	<u>4</u>
Color	7	13	12	23	19	<u>2</u>
Religion	1	1	4	0	0	<u>0</u>
Reprisal	15	27	18	24	17	<u>6</u>
Sex	16	20	15	13	11	<u>3</u>
PDA	0	0	0	0	0	<u>0</u>
National Origin	5	6	3	5	1	<u>3</u>

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2015	2016	2017	2018	2019	
Equal Pay Act	0	0	0	1	0	<u>0</u>
Age	9	17	13	7	13	<u>4</u>
Disability	11	13	14	14	13	<u>0</u>
Genetics	0	0	0	0	0	<u>0</u>
Non-EEO	5	3	4	4	3	<u>1</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2015	2016	2017	2018	2019	
Appointment/Hire	1	4	3	0	1	<u>0</u>
Assignment of Duties	8	10	12	12	4	<u>6</u>
Awards	0	3	4	10	1	<u>0</u>
Conversion to Full Time/Perm Status	0	0	2	0	0	<u>0</u>
Disciplinary Action						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand	0	1	4	2	3	<u>1</u>
Suspension	0	0	1	1	1	<u>0</u>
Removal	0	0	0	0	1	<u>0</u>
Other	0	0	0	1	1	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2015	2016	2017	2018	2019	
Duty Hours	5	2	1	3	3	<u>0</u>
Perf. Eval./ Appraisal	5	9	7	9	11	<u>3</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	19	28	24	26	20	<u>6</u>
Sexual	1	3	0	2	0	<u>0</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay including overtime	6	3	3	1	2	<u>1</u>
Promotion/Non-Selection	11	16	13	3	6	<u>2</u>
Reassignment						
Denied	2	0	1	2	0	<u>0</u>
Directed	2	1	3	2	0	<u>0</u>
Reasonable Accommodation Disability	5	5	7	6	2	<u>0</u>
Reinstatement	0	0	0	0	1	<u>0</u>
Religious Accommodation	0	0	1	0	0	<u>0</u>
Retirement	0	0	0	0	1	<u>0</u>
Sex-Stereotyping	0	0	0	0	0	<u>0</u>
Telework	0	2	2	3	3	<u>0</u>
Termination	3	1	1	1	0	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2015	2016	2017	2018	2019	
Terms/Conditions of Employment	10	3	6	2	6	<u>2</u>
Time and Attendance	7	5	8	6	2	<u>1</u>
Training	6	8	2	4	2	<u>0</u>
Other						
User Defined - Other 1	0	1	0	1	0	<u>0</u>
User Defined - Other 2	0	0	0	0	0	<u>0</u>
User Defined - Other 3	0	0	0	0	0	<u>0</u>
User Defined - Other 4	0	0	0	0	0	<u>0</u>

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	166.17	205.70	160.53	152.16	176.29	166.67
Average number of days in final action	78.21	152.30	99.18	42.92	39.58	35.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	175.50	217.20	161.89	148.33	160.33	167.00
Average number of days in final action	70.71	333.25	103.95	48.75	38.05	26.44
Complaint pending during fiscal year where hearing was not requested						

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Average number of days in investigation	156.83	178.44	159.30	155.79	223.20	166.50
Average number of days in final action	85.71	31.67	93.89	40.00	45.40	62.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	3	5	3	4	7	<u>2</u>
Average days pending prior to dismissal	71	79	33	6	17	21
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	1	5	1	0	<u>0</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		1		0		0	
Without Hearing	0	0	2	100	0	0	1	100	0	0	<u>0</u>	0
With Hearing	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2020 Thru 12-31		
	2015		2016		2017		2018		2019				
	#	%	#	%	#	%	#	%	#	%	#	%	
Other	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	1	50	0	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment													
Non-Sexual	0	0	1	50	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2020 Thru 12-31		
	2015		2016		2017		2018		2019				
	#	%	#	%	#	%	#	%	#	%	#	%	
Termination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	2	100	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define													
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings After Hearing	0		0		0		0		0		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2020 Thru 12-31		
	2015		2016		2017		2018		2019				
	#	%	#	%	#	%	#	%	#	%	#	%	
Removal	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2020 Thru 12-31		
	2015		2016		2017		2018		2019				
	#	%	#	%	#	%	#	%	#	%	#	%	
Suspension	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	1	50	0	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment													
Non-Sexual	0	0	1	50	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2020 Thru 12-31		
	2015		2016		2017		2018		2019				
	#	%	#	%	#	%	#	%	#	%	#	%	
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	2	100	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define													
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	7	15	6	5	8	<u>21</u>
Total Complainants	7	15	6	5	8	21
Number complaints pending						

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Investigation	0	1	1	0	0	<u>12</u>
ROI issued, pending Complainant's action	0	0	0	0	1	<u>2</u>
Hearing	6	7	4	4	6	<u>7</u>
Final Agency Action	1	5	0	1	0	<u>1</u>
Appeal with EEOC Office of Federal Operations	1	2	7	8	8	<u>11</u>

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	1	0	1	<u>2</u>