

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Headquarters (and below)

For 2nd Quarter 2021 for period ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	95	69	68	61	57	20
Number of Complainants	84	64	64	61	57	20
Repeat Filers	6	5	3	0	0	0
Complaints Broken Down by Basis <sup>1</sup>	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Race	28	17	21	22	20	11
Color	12	10	10	13	16	8
Religion	3	5	1	2	3	1
Reprisal	58	43	34	28	29	13
Sex	37	28	33	31	30	8
PDA	0	0	0	3	1	0

<sup>1</sup> The Department notes that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of EEO complaints for a given fiscal year.

National Origin	6	4	6	11	8	2
Equal Pay Act	0	1	2	0	0	0
Age	43	33	29	23	22	9
Disability	42	27	24	17	21	7
Genetics	0	1	2	0	1	0
Non-EEO	0	0	2	0	0	0
<b>Complaints Broken Down by Issue<sup>2</sup></b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Appointment/Hire	12	6	4	2	11	4
Assignment of Duties	21	9	16	8	8	2
Awards	1	3	1	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	1	0	0
Reprimand	4	5	8	6	6	0
Suspension	3	5	3	1	0	1
Removal	3	1	5	3	1	0
Other	3	5	0	0	1	0
Duty Hours	3	1	2	0	1	0
Perf. Eval./ Appraisal	15	13	13	16	7	3
Examination/Test	0	0	0	0	0	0

<sup>2</sup> The Department notes that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of EEO complaints for a given fiscal year.

<b>Harassment</b>						
Non-Sexual	30	34	25	26	27	8
Sexual	3	0	1	1	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	2	0	0	0
Promotion/Non-Selection	9	8	14	20	3	5
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	7	4	6	6	7	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	4	1	1	1	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	2	0	3	2	0
Termination	6	9	3	2	4	0
Terms/Conditions of Employment	16	4	3	0	4	0
Time and Attendance	6	8	4	1	5	0
Training	3	3	3	4	1	1
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Complaints pending during fiscal year						

Average number of days in investigation	242.06	292.11	260.67	250.43	294.81	303.53
Average number of days in final action	113.00	135.91	242.50	216.00	413.92	328.41
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	220.40	302.67	237.86	273.77	293.00	279.42
Average number of days in final action	60.43	101.50	84.12	60.00	158.38	40.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	267.32	260.95	297.91	205.19	297.09	344.86
Average number of days in final action	145.88	190.00	379.50	192.91	530.13	366.87
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Total Complaints Dismissed by Agency	11	7	3	2	6	0
Average days pending prior to dismissal	316	105.43	88	164	502.33	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	8	3	6	4	7	3
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
	#	#	#	#	#	#
Total Number Findings	3	0	0	1	0	0
Without Hearing	0	0	0	1	0	0

With Hearing	3	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>						
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>	
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>		
	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>
<b>Total Number Findings<sup>3</sup></b>	3	0	0	1	0	0	
Race	1	0	0	0	0	0	
Color	1	0	0	0	0	0	
Religion	0	0	0	0	0	0	
Reprisal	2	0	0	1	0	0	
Sex	1	0	0	0	0	0	
PDA	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	
Age	0	0	0	0	0	0	
Disability	0	0	0	1	0	0	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	
<b>Findings After Hearing<sup>4</sup></b>							
	3	0	0	0	0	0	
Race	1	0	0	0	0	0	
Color	1	0	0	0	0	0	
Religion	0	0	0	0	0	0	
Reprisal	2	0	0	0	0	0	

<sup>3</sup> The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of findings for a given fiscal year.

<sup>4</sup> See Footnote 3.

Sex	1	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0
<b>Findings Without Hearing<sup>5</sup></b>	0	0	0	1	0	0	0
Race	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0
Reprisal	0	0	0	1	0	0	0
Sex	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0
Disability	0	0	0	1	0	0	0
Genetics	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0

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<sup>5</sup> See Footnote 3.

Findings of Discrimination Rendered by Issue <sup>6</sup>	Comparative Data											
	Previous Fiscal Year Data								2021 Thru 03-31			
	2016		2017		2018		2019		2020			
	#		#		#		#		#			
<b>Total Number Findings</b>	3		0		0		1		0		0	
Appointment/Hire	0		0		0		0		0		0	
Assignment of Duties	2		0		0		0		0		0	
Awards	0		0		0		0		0		0	
Conversion to Full Time/Perm Status	0		0		0		0		0		0	
Disciplinary Action												
Demotion	1		0		0		0		0		0	
Reprimand	0		0		0		0		0		0	
Suspension	0		0		0		0		0		0	
Removal	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Duty Hours	0		0		0		0		0		0	
Perf. Eval./ Appraisal	0		0		0		0		0		0	
Examination/Test	0		0		0		0		0		0	
Harassment												
Non-Sexual	1		0		0		0		0		0	
Sexual	0		0		0		0		0		0	

<sup>6</sup> The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of findings for a given fiscal year.

Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							
Denied	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0
Termination	0	0	0	1	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other - User Define							
<b>Findings After Hearing<sup>7</sup></b>	3	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties	2	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
Disciplinary Action							

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<sup>7</sup> See Footnote 6.



Demotion	1	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	1	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							
Denied	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0

Training	0	0	0	0	0	0	0
Other - User Define							
<b>Findings Without Hearing<sup>8</sup></b>	0	0	0	1	0	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							

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<sup>8</sup> See Footnote 6.

Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	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	1	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

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	84	101	94	109	103	108
Total Complainants	81	86	80	92	89	95

**Number complaints pending**

Investigation	8	4	3	7	7	18
ROI issued, pending Complainant's action	0	1	0	0	0	1
Hearing	59	85	66	72	68	69

Final Agency Action	11	4	19	26	30	21
Appeal with EEOC Office of Federal Operations	69	34	30	20	15	17
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	26	8	11	16	16	15