

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

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	95	69	68	61	57	11
Number of Complainants	84	64	64	61	57	11
Repeat Filers	6	5	3	0	0	0
Complaints Broken Down by Basis ¹	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Race	28	17	21	22	20	5
Color	12	10	10	13	16	2
Religion	3	5	1	2	3	1
Reprisal	58	43	34	28	29	7
Sex	37	28	33	31	30	4
PDA	0	0	0	3	1	0
National Origin	6	4	6	11	8	2

¹ 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.

Equal Pay Act	0	1	2	0	0	0
Age	43	33	29	23	22	4
Disability	42	27	24	17	21	4
Genetics	0	1	2	0	1	0
Non-EEO	0	0	2	0	0	0
Complaints Broken Down by Issue²	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Appointment/Hire	12	6	4	2	11	2
Assignment of Duties	21	9	16	8	8	1
Awards	1	3	1	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	1	0	0
Reprimand	4	5	8	6	6	1
Suspension	3	5	3	1	0	0
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	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	30	34	25	26	27	6

² 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.

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	3
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	7	4	6	6	7	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	4	1	1	1	0	0
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
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	242.06	292.11	260.67	250.43	294.81	299.55

Average number of days in final action	113.00	135.91	242.50	216.00	413.92	40.00
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	202.40
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	380.50
Average number of days in final action	145.88	190.00	379.50	192.91	530.13	0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
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
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	8	3	6	4	7	1
Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
	#	#	#	#	#	#
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

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data								2021Thru12-31			
	2016		2017		2018		2019				2020	
#		#		#		#		#		#		
Total Number Findings³	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	
Findings After Hearing⁴												
	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	
Sex	1		0		0		0		0		0	

³ 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.

⁴ See Footnote 3.

PDA	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0
Findings Without Hearing⁵								
Race	0	0	0	0	1	0	0	0
Color	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	0	0	0
Sex	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	0	0	0
Genetics	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0

⁵ See Footnote 3.

Findings of Discrimination Rendered by Issue ⁶	Comparative Data											
	Previous Fiscal Year Data								2021 Thru 12-31			
	2016		2017		2018		2019				2020	
	#		#		#		#		#		#	
Total Number Findings	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	
Medical Examination	0		0		0		0		0		0	

⁶ 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.

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							
Findings After Hearing⁷	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							
Demotion	1	0	0	0	0	0	0

⁷ See Footnote 6.

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											
Findings Without Hearing⁸	0		0		0		1		0		0
Appointment/Hire	0		0		0		0		0		0
Assignment of Duties	0		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	0		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	0		0		0		0		0		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		0		0		0		0		0
Reassignment											
Denied	0		0		0		0		0		0
Directed	0		0		0		0		0		0

⁸ See Footnote 6.

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					2021Thru12-31
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	84	101	94	109	103	135
Total Complainants	81	86	80	92	89	121
Number complaints pending						
Investigation	8	4	3	7	7	28
ROI issued, pending Complainant's action	0	1	0	0	0	3
Hearing	59	85	66	72	68	70
Final Agency Action	11	4	19	26	30	35

Appeal with EEOC Office of Federal Operations	69	34	30	20	15	10
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	26	8	11	16	16	16