

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

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	73	83	74	90	95	69
Number of Complainants	73	83	74	90	84	64
Repeat Filers	0	0	0	0	6	5
Complaints Broken Down by Basis <sup>1</sup>	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	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>						
Race	24	28	16	30	28	17
Color	15	13	10	17	12	10
Religion	4	1	0	6	3	5
Reprisal	41	48	44	54	58	43
Sex	23	39	30	39	37	28

<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.

PDA	2	0	0	1	0	0
National Origin	13	9	6	11	6	4
Equal Pay Act	4	1	2	1	0	1
Age	28	36	34	35	43	33
Disability	24	22	21	22	42	27
Genetics	1	1	1	1	0	1
Non-EEO	0	1	1	1	0	0
<b>Complaints Broken Down by Issue<sup>2</sup></b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Appointment/Hire	5	14	16	20	12	6
Assignment of Duties	22	21	18	14	21	9
Awards	1	3	1	3	1	3
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	2	1	0	1	0
Reprimand	5	8	6	7	4	5
Suspension	3	4	7	4	3	5
Removal	0	0	2	0	3	1
Other	0	0	0	5	3	5
Duty Hours	1	4	1	4	3	1
Perf. Eval./ Appraisal	16	23	14	21	15	13

<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.

Examination/Test	0	0	0	1	0	0
<b>Harassment</b>						
Non-Sexual	18	26	25	40	30	34
Sexual	2	3	4	3	3	0
Medical Examination	1	3	2	0	0	0
Pay including overtime	9	5	2	3	0	1
Promotion/Non-Selection	16	14	8	12	9	8
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	11	7	5	7	7	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	5	1	2	0	4	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	1	2
Termination	3	5	8	2	6	9
Terms/Conditions of Employment	8	15	9	9	16	4
Time and Attendance	5	13	7	5	6	8
Training	6	7	4	3	3	3
<b>Other</b>						

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru09-30</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	210.40	247.51	244.00	258.89	242.06	292.11
Average number of days in final action	54.29	115.75	74.75	75.43	113.00	135.91
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	212.76	260.44	250.21	263.53	220.40	302.67
Average number of days in final action	54.29	96.67	40.00	37.50	60.43	101.50
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	207.79	239.48	237.57	252.71	267.32	260.95
Average number of days in final action	0	173.00	109.50	90.60	145.88	190.00
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru09-30</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Total Complaints Dismissed by Agency	0	2	7	14	11	7
Average days pending prior to dismissal	0	194.5	378.57	373.29	316	105.43
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	8	7	11	5	8	3

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>								
	<b>Previous Fiscal Year Data</b>						<b>2017Thru09-30</b>		
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>				
	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>			
Total Number Findings	0	0	1	1	3	0			
Without Hearing	0	0	0	1	0	0			
With Hearing	0	0	1	0	3	0			
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>								
	<b>Previous Fiscal Year Data</b>						<b>2017Thru09-30</b>		
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>				
	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>			
<b>Total Number Findings<sup>3</sup></b>	0	1	0	1	3	0			
Race	0	0	0	0	1	0			
Color	0	0	0	0	1	0			
Religion	0	0	0	0	0	0			
Reprisal	0	1	0	0	2	0			
Sex	0	1	0	0	1	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			

<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.

<b>Findings After Hearing<sup>4</sup></b>	0	0	0	0	3	0
Race	0	0	0	0	1	0
Color	0	0	0	0	1	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	2	0
Sex	0	0	0	0	1	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	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

<b>Findings Without Hearing<sup>5</sup></b>	0	1	0	1	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	1	0	0	0	0
Sex	0	1	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

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

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

Disability	0	0	0	1	0	0	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	
<b>Findings of Discrimination Rendered by Issue<sup>6</sup></b>	<b>Comparative Data</b>						
	<b>Previous Fiscal Year Data</b>					<b>2017Thru09-30</b>	
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>		
	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	
<b>Total Number Findings</b>	0	1	0	1	3	0	
Appointment/Hire	0	0	0	0	0	0	
Assignment of Duties	0	0	0	0	2	0	
Awards	0	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	1	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	1	0	0	0	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	
<b>Harassment</b>							
Non-Sexual	0	0	0	0	1	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.

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	1	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>	0	0	0	0	3	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	2	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0

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



Disciplinary Action											
Demotion	0		0		0		0		1		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		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		0		0		0		0		0
Reassignment											
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		0		0		0
Terms/Conditions of Employment	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	1	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	1	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

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

Reassignment						
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	0	0	0
Terms/Conditions of Employment	0	0	0	1	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Define						
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru09-30</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Total complaints from previous Fiscal Years	31	42	62	65	84	101
Total Complainants	30	42	62	65	81	86
<b>Number complaints pending</b>						
Investigation	3	5	12	7	8	4
ROI issued, pending Complainant's action	1	0	1	0	0	1
Hearing	20	26	38	49	59	85
Final Agency Action	4	4	4	4	11	4

Appeal with EEOC Office of Federal Operations	4	4	159	55	69	34
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru09-30</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	15	17	24	20	26	8