

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

For 2nd Quarter 2018 for period ending March 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Mar
	2013	2014	2015	2016	2017	
Number of Complaints Filed	139	78	82	85	85	165
Number of Complainants	136	78	81	85	84	163
Repeat Filers	3	0	1	0	1	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Mar
	2013	2014	2015	2016	2017	
<p><i>Note:</i> <i>Complaints can be filed alleging multiple bases.</i></p> <p><i>The sum of the bases may not equal total complaints filed.</i></p>						
Race	54	26	26	22	30	62
Color	12	3	9	9	8	22
Religion	6	2	4	2	3	2
Reprisal	65	45	33	30	30	64
Sex	46	24	21	23	31	58
PDA	0	0	0	1	0	1

National Origin	16	9	6	15	12	17
Equal Pay Act	0	1	0	0	0	0
Age	29	13	25	20	20	45
Disability	24	20	20	30	25	50
Genetics	0	0	1	1	0	1
Non-EEO	14	2	4	3	5	15
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018 Thru
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	31-Mar
Appointment/Hire	5	3	1	3	3	13
Assignment of Duties	18	9	12	5	4	6
Awards	4	1	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	1	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	6	0	2	1	1	3

Suspension	3	4	2	4	3	1
Removal	1	2	2	0	0	1
Duty Hours	1	0	1	0	0	0
Perf. Eval./ Appraisal	15	5	11	12	10	14
Examination /Test	1	0	0	0	0	0
Harassment						
Non-Sexual	52	23	24	27	16	47
Sexual	8	5	3	2	2	16
Medical Examination	0	0	0	1	0	1
Pay including overtime	2	1	2	1	3	1
Promotion/ Non- Selection	19	6	13	7	14	13
Reassignment						
Denied	0	1	0	1	1	2
Directed	3	0	4	0	1	0
Reasonable Accommoda tion Disability	7	6	5	6	8	6
Reinstateme nt	1	0	1	0	0	1
Religious Accommoda tion	0	0	0	0	0	1

Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	4	4	3
Termination	6	10	14	8	14	25
Terms/Conditions of Employment	32	24	16	17	16	50
Time and Attendance	4	5	0	4	3	3
Training	2	4	0	2	3	7
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Mar
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	376.14	425.02	604.78	566.79	639.07	631.52
Average number of days in final action	219.86	98.85	79.37	157.78	135.52	106.96
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	377.66	390.38	599.46	590.21	717.2	501.53
Average number of days in final action	113.61	41.38	39.38	69.5	63.62	64.6
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	374.79	455.25	612.77	545.56	548.92	719.78				
Average number of days in final action	299.98	138.26	128.76	246.05	315.67	159.92				
Complaints Dismissed by Agency	Comparative Data									
	Previous Fiscal Year Data					2018 Thru 31-Mar				
	2013	2014	2015	2016	2017					
Total Complaints Dismissed by Agency	10	9	8	2	6	3				
Average days pending prior to dismissal	140	201	213	126	410	181				
Complaints Withdrawn by Complainants										
Total Complaints Withdrawn by Complainants	11	8	11	4	9	12				
Total Final Agency Actions Finding Discrimination	Comparative Data									
	Previous Fiscal Year Data					2018 Thru 31-Mar				
	2013		2014		2015		2016	2017		
	#	%	#	%	#		%	#	%	#

Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	50	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings Without Hearing	1		0		0		0		1		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
Disciplinary Action												

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	100	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Mar
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	142	178	183	198	217	223
Total Complainants	140	174	179	194	215	220
Number complaints pending						
Investigation	36	45	42	53	106	44
ROI issued, pending Complainant's action	3	7	3	1	2	10
Hearing	82	98	103	94	91	102

Final Agency Action	19	24	31	36	16	48
Appeal with EEOC Office of Federal Operations	179	192	76	192	193	198
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Mar
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	75	68	67	83	140	92