

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

For 1st Quarter 2019 for period ending December 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Number of Complaints Filed	78	82	85	85	165	165
Number of Complainants	78	81	85	84	163	163
Repeat Filers	0	1	0	1	2	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	26	26	22	30	62	62
Color	3	9	9	8	22	22
Religion	2	4	2	3	2	2
Reprisal	45	33	30	30	64	64
Sex	24	21	23	31	58	58
PDA	0	0	1	0	1	1
National Origin	9	6	15	12	17	17
Equal Pay Act	1	0	0	0	0	0
Age	13	25	20	20	45	45
Disability	20	20	30	25	50	50
Genetics	0	1	1	0	1	1
Non-EEO	2	4	3	5	15	15

Complaints by Issue	Comparative Data					2019 Thru 31-Dec
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	3	1	3	3	13	13
Assignment of Duties	9	12	5	4	6	6
Awards	1	1	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	1
Reprimand	0	2	1	1	3	3
Suspension	4	2	4	3	1	1
Removal	2	2	0	0	1	1
Duty Hours	0	1	0	0	0	0
Perf. Eval./Appraisal	5	11	12	10	14	14
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	23	24	27	16	47	47
Sexual	5	3	2	2	16	16
Medical Examination	0	0	1	0	1	1
Pay including overtime	1	2	1	3	1	1
Promotion/Non-Selection	6	13	7	14	13	13
Reassignment						
Denied	1	0	1	1	2	2
Directed	0	4	0	1	0	0

Reasonable Accommodation Disability	6	5	6	8	6	6
Reinstatement	0	1	0	0	1	1
Religious Accommodation	0	0	0	0	1	1
Retirement	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	4	4	3	3
Termination	10	14	8	14	25	25
Terms/Conditions of Employment	24	16	17	16	50	50
Time and Attendance	5	0	4	3	3	3
Training	4	0	2	3	7	7
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	425.02	604.78	566.8	639	631.5	631.52
Average number of days in final action	98.85	79.37	157.8	136	107	106.96
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	390.38	599.46	590.2	717	501.5	501.53
Average number of days in final action	41.38	39.38	69.5	63.6	64.6	64.6
Complaint pending during fiscal year where hearing was not						

Average number of days in investigation	455.25	612.77	545.6	549	719.8	719.78
Average number of days in final action	138.26	128.76	246.1	316	159.9	159.92
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	9	8	2	6	3	3
Average days pending prior to dismissal	201	213	126	410	181	181
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	8	11	4	9	12	12

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Dec	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		3		0		0	
Without Hearing	0	0	0	0	0	0	1	33	0	0	0	0
With Hearing	0	0	3	100	1	100	2	67	0	0	0	0

Age	0	0	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
	0		0		0		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Dec	
	2014		2015		2016		2017		2018		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		2		1		3		0		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												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	1	50	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												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/ Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	100	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	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					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	178	183	198	217	223	223
Total Complainants	174	179	194	215	220	220
Number complaints pending						
Investigation	45	42	53	106	44	44
ROI issued, pending Complainant's action	7	3	1	2	10	10
Hearing	98	103	94	91	102	102
Final Agency Action	24	31	36	16	48	48
Appeal with EEOC Office of Federal Operations	192	76	192	193	198	198
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	68	67	83	140	92	92