

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

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Number of Complaints Filed	78	82	85	85	165	108
Number of Complainants	78	81	85	84	163	104
Repeat Filers	0	1	0	1	2	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	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	38
Color	3	9	9	8	22	6
Religion	2	4	2	3	2	1
Reprisal	45	33	30	30	64	41
Sex	24	21	23	31	58	42
PDA	0	0	1	0	1	3
National Origin	9	6	15	12	17	6
Equal Pay Act	1	0	0	0	0	0
Age	13	25	20	20	45	24
Disability	20	20	30	25	50	28
Genetics	0	1	1	0	1	0
Non-EEO	2	4	3	5	15	6

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru
<p><b>Note:</b>  <b>Complaints can be filed alleging multiple bases.</b></p> <p><b>The sum of the bases may not equal total complaints filed.</b></p>	2014	2015	2016	2017	2018	30-Sep
Appointment/Hire	3	1	3	3	13	7
Assignment of Duties	9	12	5	4	6	7
Awards	1	1	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	1	3
Reprimand	0	2	1	1	3	1
Suspension	4	2	4	3	1	1
Removal	2	2	0	0	1	1
Duty Hours	0	1	0	0	0	1
Perf. Eval./Appraisal	5	11	12	10	14	10
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	23	24	27	16	47	39
Sexual	5	3	2	2	16	5
Medical Examination	0	0	1	0	1	0
Pay including overtime	1	2	1	3	1	2
Promotion/Non-Selection	6	13	7	14	13	12
<b>Reassignment</b>						
Denied	1	0	1	1	2	2
Directed	0	4	0	1	0	1

Reasonable Accommodation Disability	6	5	6	8	6	7
Reinstatement	0	1	0	0	1	0
Religious Accommodation	0	0	0	0	1	0
Retirement	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	4	4	3	2
Termination	10	14	8	14	25	10
Terms/Conditions of Employment	24	16	17	16	50	25
Time and Attendance	5	0	4	3	3	2
Training	4	0	2	3	7	1
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 30-Sep</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Complaints pending during fiscal year						
Average number of days in investigation	425	605	566.79	639.1	631.5	481.97
Average number of days in final action	98.85	79.4	157.78	135.5	107	210.77
Complaint pending during fiscal year where hearing was						
Average number of days in investigation	390.4	599	590.21	717.2	501.5	410.71
Average number of days in final action	41.38	39.4	69.5	63.62	64.6	150
Complaint pending during fiscal year where hearing was not						
Average number of days in investigation	455.3	613	545.56	548.9	719.8	510.79
Average number of days in final action	138.3	129	246.05	315.7	159.9	263.45

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	9	8	2	6	3	6
Average days pending prior to dismissal	201	213	126	410	181	210
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	8	11	4	9	12	19

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		3		0		2	
Without Hearing	0	0	0	0	0	0	1	33	0	0	2	100
With Hearing	0	0	3	100	1	100	2	67	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014		2015		2016		2017		2018			
<i>Note: Complaints can be filed alleging multiple bases.</i>	2014		2015		2016		2017		2018		30-Sep	
<i>The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		0		3	

Race	0	0	2	100	0	0	1	33	0	0	1	33
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	1	50	0	0	1	33	0	0	1	33
Sex	0	0	1	50	1	100	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	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	33	0	0	1	33
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

<b>Findings After Hearing</b>	0		2		1		2		0		1	
Race	0	0	2	100	0	0	1	50	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	1	50	0	0	1	50	0	0	1	100
Sex	0	0	1	50	1	100	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	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

<b>Findings Without Hearing</b>	0		0		0		1		0		2	
Race	0	0	0	0	0	0	0	0	0	0	1	50
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	1	50
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

**Comparative Data**









Promotion/No n-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 Accommodatio n 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 Accommodatio n	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/Conditio ns of Employment	0	0	0	0	0	0	0	0	0	0	1	50
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	1	50
Other - User Define												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	178	183	198	217	223	268
Total Complainants	174	179	194	215	220	262
<b>Number complaints pending</b>						
Investigation	45	42	53	106	44	17
ROI issued, pending Complainant's action	7	3	1	2	10	20
Hearing	98	103	94	91	102	137
Final Agency Action	24	31	36	16	48	94

Appeal with EEOC Office of Federal Operations	192	76	192	193	198	205	
<b>Complaint Investigations</b>	<b>Comparative Data</b>						
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>30-Sep</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	68	67	83	140	92	29	