

**Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:
FEMA (and below)
For 4th Quarter 2021 for period ending September 30, 2021**

| | Comparative Data | | | | | 44469 |
|--|------------------|------|------|------|------|-------|
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| | | | | | | |
| | 2016 | 2017 | 2018 | 2019 | 2020 | 44469 |
| Number of Complaints Filed | 85 | 85 | 165 | 108 | 119 | 139 |
| Number of Complainants | 85 | 84 | 163 | 104 | 111 | 130 |
| Repeat Filers | 0 | | | | | |
| | Comparative Data | | | | | |
| | | | | | | |
| | | | | | | |
| The sum of the bases may not equal total complaints filed. | | | | | | |
| Race | 22 | 30 | 62 | 38 | 50 | 55 |
| Color | 9 | 8 | 22 | 6 | 18 | 17 |
| Religion | 2 | 3 | 2 | 1 | 2 | 4 |
| Reprisal | 30 | 30 | 64 | 41 | 57 | 71 |
| Sex | 23 | 31 | 58 | 42 | 40 | 41 |
| PDA | 1 | 0 | 1 | 3 | 0 | 0 |
| National Origin | 15 | 12 | 17 | 6 | 15 | 14 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 1 | 0 |
| Age | 20 | 20 | 45 | 24 | 45 | 40 |
| Disability | 30 | 25 | 50 | 28 | 33 | 29 |
| Genetics | 1 | 0 | 1 | 0 | 2 | 0 |
| Non-EEO | 3 | | | | | |
| | Comparative Data | | | | | |
| | | | | | | |
| | | | | | | |
| The sum of the bases may not equal total complaints filed. | | | | | | |
| Appointment/Hire | 3 | 3 | 13 | 7 | 16 | 13 |
| Assignment of Duties | 5 | 4 | 6 | 7 | 13 | 12 |
| Awards | 0 | 0 | 0 | 0 | 1 | 0 |
| Conversion to Full Time/Perm Status | | | | | | |
| Disciplinary Action | | | | | | |

| | | | | | | |
|--|-------------------------|--------|-------|--------|-------|--------|
| Demotion | 0 | 0 | 1 | 3 | 0 | 1 |
| Reprimand | 1 | 1 | 3 | 1 | 2 | 6 |
| Suspension | 4 | 3 | 1 | 1 | 1 | 3 |
| Removal | 0 | 0 | 1 | 1 | 2 | 1 |
| Duty Hours | 0 | 0 | 0 | 1 | 0 | 1 |
| Perf. Eval./ Appraisal | 12 | 10 | 14 | 10 | 9 | 22 |
| Examination/Test | | | | | | |
| Harassment | | | | | | |
| Non-Sexual | 27 | 16 | 47 | 39 | 43 | 46 |
| Sexual | 2 | 2 | 16 | 5 | 1 | 2 |
| Medical Examination | 1 | 0 | 1 | 0 | 0 | 0 |
| Pay including overtime | 1 | 3 | 1 | 2 | 2 | 1 |
| Promotion/Non-Selection | | | | | | |
| Reassignment | | | | | | |
| Denied | 1 | 1 | 2 | 2 | 0 | 0 |
| Directed | 0 | 1 | 0 | 1 | 1 | 0 |
| Reasonable Accommodation Disability | 6 | 8 | 6 | 7 | 6 | 10 |
| Reinstatement | 0 | 0 | 1 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 1 | 0 | 0 | 0 |
| Retirement | 0 | 1 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 1 | 0 |
| Telework | 4 | 4 | 3 | 2 | 1 | 0 |
| Termination | 8 | 14 | 25 | 10 | 17 | 19 |
| Terms/Conditions of Employment | 17 | 16 | 50 | 25 | 17 | 15 |
| Time and Attendance | 4 | 3 | 3 | 2 | 3 | 5 |
| Training | | | | | | |
| Other | Comparative Data | | | | | |
| | | | | | | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 566.79 | 639.07 | 631.5 | 481.97 | 460.5 | 338.6 |
| Average number of days in final action | | | | | | |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 590.21 | 717.2 | 501.5 | 410.71 | 435.7 | 243.94 |
| Average number of days in final action | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 545.56 | 548.92 | 719.8 | 510.79 | 477.5 | 442.59 |
| | 246.05 | | | | | |

| Average number of days in final action | Comparative Data | | | | | 44469 | | | | | | |
|--|------------------|------|------|------|------|-------|-----|-----|----|----|-------|----|
| | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | | | |
| Total Complaints Dismissed by Agency | 2 | 6 | 3 | 6 | 15 | 4 | | | | | | |
| Average days pending prior to dismissal | | | | | | | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 4 | | | | | | | | | | | |
| | Comparative Data | | | | | | | | | | | |
| | 2016 | | 2017 | | 2018 | | ### | | ## | | 44469 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 1 | | 3 | | 0 | | 2 | | 8 | | 2 | |
| Without Hearing | 0 | 0 | 1 | 33 | 0 | 0 | 2 | 100 | 3 | 38 | 0 | 0 |
| With Hearing | 1 | | | | | | | | | | | |
| | Comparative Data | | | | | | | | | | | |
| | 2016 | | 2017 | | 2018 | | ### | | ## | | 44469 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| The sum of the bases may not equal total complaints and findings. | | | | | | | | | | | | |
| Total Number Findings | 1 | | 3 | | 0 | | 3 | | 7 | | 2 | |
| Race | 0 | 0 | 1 | 33 | 0 | 0 | 1 | 33 | 2 | 29 | 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 | 33 | 0 | 0 | 1 | 33 | 2 | 29 | 0 | 0 |
| Sex | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 43 | 1 | 50 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 29 | 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 | 3 | 43 | 0 | 0 |
| Disability | 0 | 0 | 1 | 33 | 0 | 0 | 1 | 33 | 2 | 29 | 1 | 50 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | | | | | | | | | | | | |
| Findings After Hearing | 1 | | 2 | | 0 | | 1 | | 5 | | 2 | |
| Race | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 |

| | | | | | | | | | | | | |
|-------------------------------------|---|-----|---|----|---|---|---|-----|---|----|---|----|
| Promotion/Non-Selection | | | | | | | | | | | | |
| 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 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 |
| 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 | 1 | 33 | 0 | 0 | 1 | 50 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | | | | | | | | | | | | |
| Other - User Define | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Findings After Hearing | 1 | | 2 | | 0 | | 1 | | 4 | | 2 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 25 | 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 | | | | | | | | | | | | |
| 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 | 1 | 25 | 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 | 1 | 25 | 0 | 0 |
| Examination/Test | | | | | | | | | | | | |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 1 | 100 | 0 | 0 | 0 | 0 | 1 | 100 | 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 | | | | | | | | | | | | |
| 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 | 0 | 0 | 0 | 0 | 1 | 50 |
| 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 | 1 | 50 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | | | | | | | | | | | | |
| Other - User Define | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Findings Without Hearing | 0 | | 1 | | 0 | | 2 | | 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 | | | | | | | | | | | | |

| | | | | | | | | | | | | |
|---|-------------------------|------|------|------|------|-------|---|----|---|---|---|---|
| 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 | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | |
| 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 | 1 | 100 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | | | | | | | | | | | | |
| Other - User Define | Comparative Data | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | 2016 | 2017 | 2018 | 2019 | 2020 | 44469 | | | | | | |
| Total complaints from previous Fiscal Years | 198 | 217 | 223 | 268 | 187 | 173 | | | | | | |
| Total Complainants | | | | | | | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 53 | 106 | 44 | 17 | 10 | 11 | | | | | | |
| ROI issued, pending Complainant's action | 1 | 2 | 10 | 20 | 3 | 0 | | | | | | |
| Hearing | 94 | 91 | 102 | 137 | 121 | 120 | | | | | | |

| | | | | | | |
|--|------------------|------|------|------|------|-------|
| Final Agency Action | 36 | 16 | 48 | 94 | 46 | 31 |
| Appeal with EEOC Office of Federal Operations | 192 | | | | | |
| | Comparative Data | | | | | |
| | | | | | | |
| | 2016 | 2017 | 2018 | 2019 | 2020 | 44469 |
| Pending Complaints Where Investigations Exceed F | 83 | 140 | 92 | 29 | 25 | 14 |