

**Equal Employment Opportunity Data Posted  
Pursuant to the No Fear Act:  
FEMA (and below)  
For 2nd Quarter 2021 for period ending March 31, 2021**

**For 2nd Quarter 2021 for period ending March 31, 2021**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 31-Mar
	2016	2017	2018	2019	2020	
Number of Complaints Filed	85	85	165	108	119	59
Number of Complainants	85	84	163	104	111	56
Repeat Filers	0	1	2	4	7	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 31-Mar
	2016	2017	2018	2019	2020	
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>						
Race	22	30	62	38	50	25
Color	9	8	22	6	18	7
Religion	2	3	2	1	2	1
Reprisal	30	30	64	41	57	30
Sex	23	31	58	42	40	15
PDA	1	0	1	3	0	0
National Origin	15	12	17	6	15	5
Equal Pay Act	0	0	0	0	1	0
Age	20	20	45	24	45	18
Disability	30	25	50	28	33	16
Genetics	1	0	1	0	2	0
Non-EEO	3	5	15	6	6	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 31-Mar
	2016	2017	2018	2019	2020	
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>						
Appointment/Hire	3	3	13	7	16	7
Assignment of Duties	5	4	6	7	13	4
Awards	0	0	0	0	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0

**Disciplinary Action**

Demotion	0	0	1	3	0	0
Reprimand	1	1	3	1	2	1
Suspension	4	3	1	1	1	2
Removal	0	0	1	1	2	0
Duty Hours	0	0	0	1	0	0
Perf. Eval./ Appraisal	12	10	14	10	9	6
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	27	16	47	39	43	22
Sexual	2	2	16	5	1	1
Medical Examination	1	0	1	0	0	0
Pay including overtime	1	3	1	2	2	1
Promotion/Non-Selection	7	14	13	12	20	12
<b>Reassignment</b>						
Denied	1	1	2	2	0	0
Directed	0	1	0	1	1	0
Reasonable Accommodation Disability	6	8	6	7	6	4
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	10
Terms/Conditions of Employment	17	16	50	25	17	6
Time and Attendance	4	3	3	2	3	2
Training	2	3	7	1	3	3
<b>Other</b>						
<b>Processing Time</b>						
<b>Comparative Data</b>						
<b>Previous Fiscal Year Data</b>					<b>2021 Thru 31-Mar</b>	
<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>		
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	566.79	639.07	631.52	481.97	460.51	365.55
Average number of days in final action	157.78	135.52	106.96	210.77	234.61	99
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	590.21	717.2	501.53	410.71	435.74	296.15
Average number of days in final action	69.5	63.62	64.6	150	73.65	54.85
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	545.56	548.92	719.78	510.79	477.49	426.05
Average number of days in final action	246.05	315.67	159.92	263.45	334.65	287.4
<b>Complaints Dismissed by Agency</b>						
<b>Comparative Data</b>						
<b>Previous Fiscal Year Data</b>					<b>2021 Thru 31-Mar</b>	
<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>		
Total Complaints Dismissed by Agency	2	6	3	6	15	2

Average days pending prior to dismissal	126	410	181	210	779	1281
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	4	9	12	19	11	10
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					
	<b>2016</b>		<b>2017</b>		<b>2018</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	1		3		0	
Without Hearing	0	0	1	33	0	0
With Hearing	1	100	2	67	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>	<b>2016</b>		<b>2017</b>		<b>2018</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	1		3		0	
Race	0	0	1	33	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	1	33	0	0
Sex	1	100	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
Disability	0	0	1	33	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
<b>Findings After Hearing</b>	1		2		0	
Race	0	0	1	50	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	1	50	0	0
Sex	1	100	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
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</b>						
	0		1		0	
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	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
Disability	0	0	1	100	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					
	<b>2016</b>		<b>2017</b>		<b>2018</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	1		3		0	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	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	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	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
<b>Harassment</b>						
Non-Sexual	1	100	0	0	0	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	2	67	0	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	33	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
Training	0	0	0	0	0	0
Other - User Define						
<b>Findings After Hearing</b>						
	1		2		0	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	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	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	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
<b>Harassment</b>						
Non-Sexual	1	100	0	0	0	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	2	100	0	0
<b>Reassignment</b>						
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
Training	0	0	0	0	0	0
Other - User Define						
<b>Findings Without Hearing</b>						
	0		1		0	
Appointment/Hire	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	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	0	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	1	100	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
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>2021 Thru 31-Mar</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Total complaints from previous Fiscal Years	198	217	223	268	187	247
Total Complainants	194	215	220	262	181	233
<b>Number complaints pending</b>						
Investigation	53	106	44	17	10	26
ROI issued, pending Complainant's action	1	2	10	20	3	2
Hearing	94	91	102	137	121	131
Final Agency Action	36	16	48	94	46	62

Appeal with EEOC Office of Federal Operations	192	193	198	205	222	231
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 31-Mar</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	83	140	92	29	25	18