

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

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Sep
	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 30-Sep
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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	30-Sep
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 Accommodation Disability	7	6	5	6	8	6
Reinstatement	1	0	1	0	0	1
Religious Accommodation	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 30-Sep
	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
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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
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Average number of days in final action	299.98	138.26	128.76	246.05	315.67	159.92
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Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Sep
	2013	2014	2015	2016	2017	

Total Complaints Dismissed by Agency	10	9	8	2	6	3
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Average days pending prior to dismissal	140	201	213	126	410	181
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Complaints Withdrawn by Complainants

Total Complaints Withdrawn by Complainants	11	8	11	4	9	12
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Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018 Thru 30-Sep	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		3		1		3		0	
Without Hearing	0	0	0	0	0	0	0	0	1	33	0	0
With Hearing	2	100	0	0	3	100	1	100	2	67	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	1	50	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	1	100	0	0	0	0
Sexual	1	100	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	1	50	0	0	2	100	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	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												

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 30-Sep
	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 30-Sep
	2013	2014	2015	2016	2017	

Pending Complaints Where Investigations Exceed Required Time Frames	75	68	67	83	140	92	
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