

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

For 3rd Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	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					2019 Thru 30-Jun
	Previous Fiscal Year Data					
<p><i>Note:</i> <i>Complaints can be filed alleging multiple bases.</i></p> <p><i>The sum of the bases may not equal total complaints filed.</i></p>	2014	2015	2016	2017	2018	
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					2019 Thru 30-Jun
	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	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
Disciplinary Action						
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
Harassment						
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
Reassignment						
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
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	425	605	566.8	639	632	481.97
Average number of days in final action	98.9	79.4	157.8	136	107	210.77
Complaint pending during fiscal year where hearing was						
Average number of days in investigation	390	599	590.2	717	502	410.71
Average number of days in final action	41.4	39.4	69.5	63.6	64.6	150
Complaint pending during fiscal year where hearing was not						
Average number of days in investigation	455	613	545.6	549	720	510.79
Average number of days in final action	138	129	246.1	316	160	263.45

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	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
Complaints Withdrawn by Complainants						
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-Jun	
	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-Jun	
	2014		2015		2016		2017		2018			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Total Number Findings	0		2		1		3		0		3

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 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	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-Jun
	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
Number complaints pending						
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
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru
	2014	2015	2016	2017	2018	30-Jun
Pending Complaints Where Investigations Exceed Required Time Frames	68	67	83	140	92	29