Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

FEMA (and below)

For 1st Quarter 2017 for period ending December 31, 2016

		C	ompara	tive Da	ata	
Complaint Activity	P	revious F	iscal Ye	ear Dat	а	2017 Thru
	2012	2013	2014	2015	2016	31-Dec
Number of Complaints Filed	134	139	78	82	85	85
Number of Complainants	133	136	78	81	85	85
Repeat Filers	2	3	0	1	0	0
Complaints by		C	ompara	tive Da	ata	
Basis	P	Previous F	iscal Ye	ear Dat	а	2017 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	31-Dec
Race	38	54	26	26	22	22
Color	8	12	3	9	9	9
Religion	5	6	2	4	2	2
Reprisal	55	65	45	33	30	30
Sex	36	46	24	21	23	23
PDA	1	0	0	0	1	1
National Origin	17	16	9	6	15	15
Equal Pay Act	0	0	1	0	0	0
Age	37	29	13	25	20	20
Disability	32	24	20	20	30	30
Genetics	0	0	0	1	1	1
Non-EEO	13	14	2	4	3	3

Complaints by		Co	ompara	tive Da	nta	
Issue	P	revious F	iscal Ye	ear Dat	a	2017 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	31-Dec
Appointment/Hi re	7	5	3	1	3	3
Assignment of Duties	9	18	9	12	5	5
Awards	4	4	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Actio						1
Demotion	1	0	0	0	0	0
Reprimand	2	6	0	2	1	1
Suspension	2	3	4	2	4	4
Removal	0	1	2	2	0	0
Duty Hours	0	1	0	1	0	0
Perf. Eval./ Appraisal	16	15	5	11	12	12
Examination/Tes t	0	1	0	0	0	0
Harassment	4.5	F.0	22		2=	
Non-Sexual	46	52	23	24	27	27
Sexual	5	8	5	3	2	2
Medical Examination	0	0	0	0	1	1
Pay including overtime	0	2	1	2	1	1
Promotion/Non- Selection	16	19	6	13	7	7
Reassignment				1		
Denied	0	0	1	0	1	1
Directed	6	3	0	4	0	0

Reasonable Accommodation Disability	9	7	6	5	6	6
Reinstatement	9	1	0	1	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	4	4
Termination	12	6	10	14	8	8
Terms/Conditio ns of Employment	16	32	24	16	17	17
Time and Attendance	2	4	5	0	4	4
Training	4	2	4	0	2	2
Other						
		Co	ompara	tive Da	ita	
Processing Time		Previous F				2017 Thru
	2012	2013	2014	2015	2016	31-Dec
Complaints pendi	ng durin	g fiscal ye	ear	l	1	1
Average number of days in investigation	361.8	376.14	425	605	566.8	566.79
Average number of days in final action	168.6	219.86	98.9	79.4	157.8	157.78
Complaint pendin	g during	fiscal yea	ar wher	e heari	ng was r	equested
Average number of days in investigation	356.8	377.66	390	599	590.2	590.21
Average number of days in final action	23.05	113.61	41.4	39.4	69.5	69.5
Complaint pendin	ng during	fiscal yea	ar wher	e heari	ng was n	ot
Average number of days in investigation	370.1	374.79	455	613	545.6	545.56
Average number		· —		I		

Complaints		C	ompara	tive Da	ata								
Dismissed by Agency	F	Previous Fiscal Year Data Thru											
	2012	2013	2014	2015	2016	31-Dec							
Total Complaints Dismissed by Agency	7	10	9	8	2	2							
Average days pending prior to dismissal	278	140	201	213	126	126							
Com	plaints V	Vithdraw	n by Co	mplair	ants	•							
Total Complaints Withdrawn by Complainants	14	11	8	11	4	4							
Total Final Agency Actions						mparativ						2017	
Finding				Previo	us Fiscal	Year Data	а					Thru	
Discrimination	20	12	20	13	20	14	202	15	20:	16	31-Dec		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		2		0		3		1		1		
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	1	100	2	100	0	0	3	100	1	100	1	100	
Findings of Discrimination Rendered by					Co	mparativ	e Data						
Basis				Previo	us Fiscal	Year Data	a					2017 Thru	
Note: Complaints can be filed alleging multiple bases.	20)12	20	13	20					31-Dec			
The sum of the bases may not equal total complaints and	#	%	#	%	#	%	#	%	#	%	#	%	

findings.

Total Number	_				_		_					
Findings	1		2		0		2		1		1	
Race	0	0	0	0	0	0	2	100	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	1	100	0	0	0	0	1	50	0	0	0	0
Sex	0	0	1	50	0	0	1	50	1	100	1	100
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	1	100	0	0	0	0	1	50	0	0	0	0
Disability	0	0	1	50	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
Findings After Hearing	1		1		0		2		1		1	
Race	0	0	0	0	0	0	2	100	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	1	100	0	0	0	0	1	50	0	0	0	0
Sex	0	0	1	100	0	0	1	50	1	100	1	100
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	1	100	0	0	0	0	1	50	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
Findings												
Without	0		1		0		0		0		0	
Hearing											_	
Race	0	0	0	0	0	0	0	0	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	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	1	100	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

Findings of	Comparative Data											
Discrimination Rendered by				Previo	us Fiscal	Year Data	a					2017 Thru
Issue	20)12	20	13	20	14	201	L5	20	16	31-Dec	
13340	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		2		1		1	
Appointment/Hi re	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action							ī	I	Ī	ı		
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	1	50	0	0	0	0
Examination/Tes t	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	0	0	1	100	1	100
Sexual	0	0	1	50	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	1	100	0	0	0	0	1	50	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	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

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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	1	50	0	0	0	0
Terms/Conditio ns 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 Defir	ne											
							•				ı	
Findings Without Hearing	0		1		0		0		0		0	
Appointment/Hi re	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	n						-			-		
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 Perf. Eval./	0	0	0	0	0	0	0	0	0	0	0	0
Appraisal Examination/Tes t	0	0	0	0	0	0	0	0	0	0	0	0
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-	0	0	0	0	0	0	0	0	0	0	0	0
Selection	O	U	U	U	O	O	U	U	0	U	U	U
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	1	100	0	0	0	0	0	0	0	0
Terms/Conditio ns 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 Defir	ne											
Donding												

Other - User Defin	ne												
Pending Complaints Filed in Previous	Comparative Data												
Fiscal Years by Status	P	Previous Fiscal Year Data Thru											
	2012	2013	2014	2015	2016	31-Dec							
Total complaints from previous Fiscal Years	253	142	178	183	198	198							
Total Complainants	245	140	174	179	194	194							
Number complain	nts pend	ing											
Investigation	11	36	45	42	53	53							
ROI issued, pending Complainant's action	4	3	7	3	1	1							
Hearing	98	82	98	103	94	94							
Final Agency Action	38	19	24	31	36	36							

Appeal with EEOC Office of Federal Operations	134	179	192	76	192	192
		Co	ompara	tive Da	ata	
Complaint Investigations	P	2017 Thru				
	2012	2013	2014	2015	2016	31-Dec
Pending Complaints Where Investigations Exceed Required Time Frames	48	75	68	67	83	83