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

FEMA (and below)

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

			Compar	ative Data		
Complaint Activity		Previo	us Fiscal Y	ear Data		2018 Thru
·	2013	2014	2015	2016	2017	30-Sep
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			Compara	ative Data		
Basis		Previo	us Fiscal Y	ear Data		2018 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	30-Sep
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			Compara	ative Data		
Issue		Previo	us Fiscal Y	ear Data		2018 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	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 Act	ion					
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/T est	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/N on-Selection	19	6	13	7	14	13

Reassignment						
Denied	0	1	0	1	1	2
Directed	3	0	4	0	1	0
Reasonable						
Accommodati	7	6	5	6	8	6
on Disability						
Reinstatement	1	0	1	0	0	1
Religious						
Accommodati	0	0	0	0	0	1
on						
Retirement	0	0	0	0	1	0
Sex-	0	0	0	0	0	0
Stereotyping	Ŭ	- C				Ů
Telework	0	0	0	4	4	3
Termination	6	10	14	8	14	25
Terms/Conditi						
ons of	32	24	16	17	16	50
Employment						
Time and	4	5	0	4	3	3
Attendance						
Training	2	4	0	2	3	7
Other	1		Compar	ativo Data		
Processing			Compan	ative Data		2018
Time		Previo	us Fiscal Y	ear Data		Thru
	2013	2014	2015	2016	2017	30-Sep
Complaints per		_				
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 pend	ding durin	g fiscal ye	ar where l	nearing wa	s requeste	d
Average number of days in investigation	377.66	390.38	599.46	590.21	717.2	501.53

Discriminatio	20	13	20	14	201	.5	2016	2
Finding				Previous I	Fiscal Year I	Data		_
Total Final Agency Actions					Comparativ	ve Data		
Total Complaints Withdrawn by Complainants	11	8	11	4	9	12		
	Compla	ints Withd	rawn by (Complaina	nts			
Average days pending prior to dismissal	140	201	213	126	410	181		
Total Complaints Dismissed by Agency	10	9	8	2	6	3		
Agency	2013	Previo	us Fiscal Y 2015	'ear Data 2016	2017	Thru 30-Sep		
Complaints Dismissed by				ative Data		2018		
Average number of days in final action	299.98	138.26	128.76	246.05	315.67	159.92		
Average number of days in investigation	374.79	455.25	612.77	545.56	548.92	719.78		
Complaint pend	ding durin	g fiscal yea	ar where l	nearing wa	s not reque	ested		
Average number of days in final action	113.61	41.38	39.38	69.5	63.62	64.6		

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n

Total Number

Findings Without

Hearing With Hearing Thru

30-Sep

%

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Findings of Discriminatio n Rendered					Comparati	ve Data						
by Basis				Previous I	Fiscal Year	Data)18 hru
Note: Complaints can be filed alleging multiple bases.	20	13	20	14	201	15	2	016	20	17	30-	-Sep
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		2		1		3		0	
Race	0	0	0	0	2	100	0	0	1	33	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	1	50	0	0	1	33	0	0
Sex	1	50	0	0	1	50	1	100	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	1	50	0	0	0	0	0	0
Disability	1	50	0	0	0	0	0	0	1	33	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							I					
Findings After Hearing	1		0		2		1		2		0	
Race	0	0	0	0	2	100	0	0	1	50	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	1	50	0	0	1	50	0	0
Sex	1	100	0	0	1	50	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
TVational	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	1	50	0	0	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	1		0		0		0		1		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
	<u> </u>				0		H	U			U	-
National	0	0	0	0	0	0	0	0	0	0	0	0
Origin												
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	1	100	0	0	0	0	0	0	1	100	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
1.4011 220	U	U	U	U	0	U	U	0	0	U	U	U
	0	U	U	<u> </u>			U	U	U	U	U	0
Findings of	<u> </u>	0	0	<u> </u>	Comparativ		0	U	0	U		
Findings of Discriminatio						ve Data	0	0		U	20	18
Findings of Discriminatio n Rendered				Previous I	Comparativ	ve Data Data					20 Ti	18 nru
Findings of Discriminatio	20	13	20	Previous I	Comparativ	ve Data Data	20	016	20:	17	20 Ti 30-	18 nru Sep
Findings of Discriminatio n Rendered by Issue	20 #		20 #	Previous I	Comparativ	ve Data Data			20:		20 Ti 30-	18 nru
Findings of Discriminatio n Rendered by Issue Total Number	20	13	20	Previous I	Comparativ	ve Data Data	20	016	20:	17	20 Ti 30-	18 nru Sep
Findings of Discriminatio n Rendered by Issue Total Number Findings	20 #	13 %	20 # 0	Previous I 14 %	Comparative Fiscal Year 201 # 2	ve Data Data .5	20#	016 %	20 3 # 3	17 %	20 Ti 30- #	118 hru Sep %
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/	20 #	13	20 #	Previous I	Comparativ	ve Data Data	2(016	20:	17	20 Ti 30-	18 nru Sep
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire	20 # 2	0	20 # 0	Previous I 14 %	Comparative Fiscal Year 201 # 2	ve Data Data 5 %	1 0	016 %	20 : # 3	0	200 TH 300- #	018 hru Sep %
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of	20 #	13 %	20 # 0	Previous I 14 %	Comparative Fiscal Year 201 # 2	ve Data Data .5	20#	016 %	20 3 # 3	17 %	20 Ti 30- #	118 hru Sep %
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties	20 # 2	0	20 # 0	Previous I 14 %	Comparative Fiscal Year 201 # 2	ve Data Data 5 %	1 0	016 %	20 : # 3	0	200 TH 300- #	018 hru Sep %
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties Awards	20 # 2 0	0 0	20 # 0 0	Previous I 14 % 0	Comparative Fiscal Year 201 # 2	ve Data Data .5 % 0	1 0	0 0	20: # 3 0	0 0	200 TH 300- # 0	0 0
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties Awards Conversion to	20 # 2 0	0 0	20 # 0 0	Previous I 14 % 0	Comparative Fiscal Year 201 # 2	ve Data Data .5 % 0	1 0	0 0	20: # 3 0	0 0	200 TH 300- # 0	0 0
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties Awards Conversion to Full	20 # 2 0	0 0	20 # 0 0	Previous I 14 % 0	Comparative Fiscal Year 201 # 2	ve Data Data .5 % 0	1 0	0 0	20: # 3 0	0 0	200 TH 300- # 0	0 0
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties Awards Conversion to Full Time/Perm	20 # 2 0 0	0 0	20 # 0 0	Previous I 14	Comparative Fiscal Year 201 # 2 0 0 0	ve Data Data .5 0 0	1 0 0	0 0 0	20: # 3 0	0 0	200 TH 300- # 0 0	0 0 0
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties Awards Conversion to Full Time/Perm Status	20 # 2 0 0	0 0	20 # 0 0	Previous I 14	Comparative Fiscal Year 201 # 2 0 0 0	ve Data Data .5 0 0	1 0 0	0 0 0	20: # 3 0	0 0	200 TH 300- # 0 0	0 0 0
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Act	20 # 2 0 0	0 0	20 # 0 0 0	Previous I 14	Comparative Fiscal Year 201 # 2 0 0 0 0 0	ve Data Data 0 0 0	20 # 1 0 0	0 0 0	20: # 3 0 0	0 0	20 Ti 30- # 0 0	0 0 0
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Act Demotion	20 # 2 0 0 0	0 0 0	20 # 0 0 0	Previous I 14	Comparative Fiscal Year 201 # 2 0 0 0 0 0 0 0	ve Data Data 5 0 0 0	20 # 1 0 0	0 0 0 0	20: # 3 0 0	0 0	20 Ti 30- # 0 0	0 0 0 0 0 0
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Act Demotion Reprimand	20 # 2 0 0 0	0 0 0	0 0 0 0	Previous I 14	Comparative	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 # 1 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20: # 3 0 0 0	0 0 0	20 Th 30- # 0 0 0	0 0 0 0
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Act Demotion Reprimand Suspension	20 # 2 0 0 0 0	0 0 0 0	20 # 0 0 0	Previous I 14	Comparative	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 # 1 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20: # 3 0 0 0	0 0 0	20 Ti 30- # 0 0 0	0 0 0 0 0
Findings of Discriminatio n Rendered by Issue Total Number Findings Appointment/ Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Act Demotion Reprimand	20 # 2 0 0 0	0 0 0	0 0 0 0	Previous I 14	Comparative	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 # 1 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20: # 3 0 0 0	0 0 0	20 Th 30- # 0 0 0	0 0 0 0

Perf. Eval./												
Appraisal	0	0	0	0	1	50	0	0	0	0	0	0
Examination/T est	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	50	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/N on-Selection	0	0	0	0	1	50	0	0	2	67	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 Accommodati on Disability	0	0	0	0	0	0	0	0	1	33	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodati on	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	1	50	0	0	1	50	0	0	0	0	0	0
Terms/Conditi ons 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 De	fine											
Findings After Hearing	1		0		2		1		2		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	0	0	0	0	0	0	0	0	0	0	0	0
Status												
Disciplinary Acti	ion											
Demotion 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
	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	U	0	U	U	U	0	U	U	U	U	U
Perf. Eval./	0	0	0	0	1	50	0	0	0	0	0	0
Appraisal												
Examination/T	0	0	0	0	0	0	0	0	0	0	0	0
est 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
		100	0	U	U	U	0	U	U	U	U	U
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including	0	0	0	0	0	0	0	0	0	0	0	0
overtime	0	U	U	U	O	U	ľ	0	U	U	0	O
Promotion/N	0	0	0	0	1	50	0	0	2	100	0	0
on-Selection	0	U	U	U	1	30	U	O		100	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												
Accommodati	0	0	0	0	0	0	0	0	0	0	0	0
on Disability												
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious												
Accommodati	0	0	0	0	0	0	0	0	0	0	0	0
on												
Retirement	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
Stereotyping										J		
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/Conditi												
ons of	0	0	0	0	0	0	0	0	0	0	0	0
Employment			<u> </u>			<u> </u>			<u> </u>			
Time and	0	0	0	0	0	0	0	0	0	0	0	0
Attendance	U	U		U	U		L	U		U	U	U
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User De	fine	<u> </u>		<u> </u>	<u> </u>							

Findings												
Without	1		0		0		0		1		0	
Hearing	_											
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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Act	ion											
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/T est	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/N on-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 Accommodati on Disability	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodati on	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	1	100	0	0	0	0	0	0	0	0	0	0
Terms/Conditi ons 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			Compara	ative Data		
Previous Fiscal Years by Status		Previo	us Fiscal Y	ear Data		2018 Thru
	2013	2014	2015	2016	2017	30-Sep
Total complaints from previous Fiscal Years	142	178	183	198	217	223
Total Complainants	140	174	179	194	215	220
Number compl	_	1	I			T
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
			Compar	ative Data		
Complaint Investigations		Previo	us Fiscal Y	ear Data		2018
	2013	2014	2015	2016	2017	Thru
	2013	2014	2015	2016	2017	30-Sep

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