

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

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 31-Dec
	2012	2013	2014	2015	2016	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 31-Dec
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases.  The sum of the bases may not equal total complaints filed.</i>						
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 Issue	Comparative Data					
	Previous Fiscal Year Data					2017 Thru
<p><b>Note:</b>  <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>	2012	2013	2014	2015	2016	31-Dec
Appointment/Hire	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
<b>Disciplinary Action</b>						
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/Test	0	1	0	0	0	0
<b>Harassment</b>						
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
<b>Reassignment</b>						
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/Conditions of Employment	16	32	24	16	17	17
Time and Attendance	2	4	5	0	4	4
Training	4	2	4	0	2	2
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 31-Dec</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Complaints pending during fiscal year						
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 pending during fiscal year where hearing was requested						
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 pending during fiscal year where hearing was not						
Average number of days in investigation	370.1	374.79	455	613	545.6	545.56
Average number of days in final action	288.7	299.98	138	129	246.1	246.05













Promotion/Non-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	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/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					2017 Thru 31-Dec
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	253	142	178	183	198	198
Total Complainants	245	140	174	179	194	194
<b>Number complaints pending</b>						
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
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>31-Dec</b>
Pending Complaints Where Investigations Exceed Required Time Frames	48	75	68	67	83	83