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

## **FEMA (and below)**

For 2nd Quarter 2018 for period ending March 31, 2018

			Comparat	ive Data		
Complaint Activity		Previous	Fiscal Yea	ır Data		2018 Thru
	2013   2014   2015   2016   20			2017	31-Mar	
Number of Complaints Filed	139	78	82	85	85	165
Number of Complainan ts	136	78	81	85	84	163
Repeat Filers	3	0	1	0	1	2
Complaints			Comparat	ive Data		1
by Basis			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	31-Mar
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			Comparat	ive Data		
		Previous	Fiscal Yea	ır Data		2018 Thru
Note: Complaints can be filed alleging multiple bases.						31-Mar
The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	
Appointmen t/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 A	Action					
Demotio n	0	0	0	0	0	1
Reprima nd	6	0	2	1	1	3

Suspensi on	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
Reassignmen						
Denied	0	1	0	1	1	2
Directed	3	0	4	0	1	0
Reasonable Accommoda tion Disability	7	6	5	6	8	6
Reinstateme nt	1	0	1	0	0	1
Religious Accommoda tion	0	0	0	0	0	1

0	0	0	0	1	0
0	0	0	_	0	0
U	U	U	U	U	0
0	0	0	4	4	3
6	10	14	8	14	25
32	24	16	17	16	50
4	5	0	4	3	3
2	4	0	2	3	7
		Comparat	ive Data		
	Previous	Fiscal Yea	ır Data		2018 Thru
2013	2014	2015	2016	2017	31-Mar
ending duri	ng fiscal yea	r			
376.14	425.02	604.78	566.79	639.07	631.52
219.86	98.85	79.37	157.78	135.52	106.96
ndin <mark>g duri</mark> n	g fiscal year	where he	aring was r	equested	-
377.66	390.38	599.46	590.21	717.2	501.53
113.61	41.38	39.38	69.5	63.62	64.6
	32  4 2  2013 ending durin  376.14  219.86  113.61	0 0 0 6 10 32 4 4 5 2 4 Previous 2013 2014 ending during fiscal year 377.66 390.38 113.61 41.38	0 0 0 0 0 0 6 10 14 16 16 10 14 16 16 10 14 16 16 10 14 16 16 16 10 14 16 16 16 16 16 16 16 16 16 16 16 16 16	0 0 0 0 4 6 10 14 8  32 24 16 17  4 5 0 4 2 4 0 2  Comparative Data Previous Fiscal Year Data  Previous Fiscal Year  376.14 425.02 604.78 566.79  219.86 98.85 79.37 157.78  anding during fiscal year where hearing was reading during during fiscal year where hearing was reading during fiscal	0       0       0       0       0       0       4       4       4       4       4       4       4       4       4       4       4       4       4       4       4       14       8       14       14       8       14       14       8       14

Average number of days in investigat ion	374.79	455.25	612.77	545.56	548.92	719.78					
Average number of days in final action	299.98	138.26	128.76	246.05	315.67	159.92					
Complaints			Comparat	ive Data							
Dismissed by Agency		Previous	s Fiscal Yea	ar Data		2018 Thru					
by Agency	2013	2014	2015	2016	2017	31-Mar					
Total Complaints Dismissed by Agency	10	9	8	2	6	3					
Average days pending prior to dismissal	140	201	213	126	410	181					
	Compl	aints Withd	rawn by C	omplainar	its						
Total Complaints Withdrawn by Complainan ts	11	8	11	4	9	12					
Total Final Agency				Con	nparative [	Data					
Actions Finding			Pr	evious Fis	cal Year Da	ıta					2018 Thru
Discriminati	20			14	20:			016		017	31-Mar
on	#	%	#	%	#	%	#	%	#	%	# %

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
Findings of Discriminati on		Comparative Data										
Rendered by Basis		Previous Fiscal Year Data								018 hru		
Note: Complaints can be filed alleging multiple bases.	20	13	20	14	201	15	20	016	20	17	31	-Mar
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	0	0	0	0	0	0	0	0	0	0	0	0
Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act 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
NOII-EEO	0	U	U	U	0		10	U	l o	U	U	0
					Π		П		П			
Findings	_						١.					
After	1		0		2		1		2		0	
Hearing												
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
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	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
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	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

Findings of Discriminati				Con	nparative [	Data						
on			Pr	evious Fis	cal Year Da	ita						018 hru
Rendered	20	13	20	14	20:	15	20	016	20	17		-Mar
by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		2		1		3		0	
Appointmen t/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 A	ction					l	1		<u>l</u>	l .		
Demotio n	0	0	0	0	0	0	0	0	0	0	0	0
Repriman d	0	0	0	0	0	0	0	0	0	0	0	0
Suspensio n	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	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/												
Non-	0	0	0	0	1	50	0	0	2	67	0	0
Selection					_							
Reassignment	t											
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 Accommoda tion Disability	0	0	0	0	0	0	0	0	1	33	0	0
Reinstateme nt	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommoda tion	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- Stereotypin g	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/Cond itions of Employmen t	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											
					I				ı			
Findings After Hearing	1		0		2		1		2		0	
Appointmen t/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 A	ction								I			
Demotio n	0	0	0	0	0	0	0	0	0	0	0	0
Repriman d	0	0	0	0	0	0	0	0	0	0	0	0
Suspensio n	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		ı				Ī		1	I	ı		
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
Reassignmen		1				1	ı	1	ı			
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 Accommoda tion Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstateme nt	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommoda tion	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- Stereotypin g	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/Cond itions of Employmen t	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 I	Define											
			Г					I	•	ı		
Findings Without Hearing	1		0		0		0		1		0	
Appointmen t/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 A	ction											

		Ī				ı			1	1		
Demotio n	0	0	0	0	0	0	0	0	0	0	0	0
Repriman d	0	0	0	0	0	0	0	0	0	0	0	0
Suspensio n	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
/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		I				1					1	
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- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignmen	<u> </u>											
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 Accommoda tion Disability	0	0	0	0	0	0	0	0	1	100	0	0
Reinstateme nt	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommoda tion	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- Stereotypin g	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/Cond itions of Employmen t	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
Othor Hearl	7 of: o	•		•			-		-	-	-	

Other - User Define

Pending Complaints Filed in	Comparative Data								
Previous Fiscal Years		2018 Thru							
by Status	2013	2014	2015	2016	2017	31-Mar			
Total complaints from previous Fiscal Years	142	178	183	198	217	223			
Total Complainan ts	140	174	179	194	215	220			
Number complaints pending									
Investigat ion	36	45	42	53	106	44			
ROI issued, pending Complain ant's action	3	7	3	1	2	10			
Hearing	82	98	103	94	91	102			

Pending Complaints	2013	2014	2015	2016	2017	31-Mar			
Investigatio		2018 Thru							
Complaint	Comparative Data								
Appeal with EEOC Office of Federal Operatio ns	179	192	76	192	193	198			
Final Agency Action	19	24	31	36	16	48			

ns Exceed Required Time Frames