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

FEMA (and below)

For 3rd Quarter 2018 for period ending June 30, 2018

			Compara	tive Data		
Complaint Activity		2018 Thru				
-	2013	2014	2015	2016	2017	30-Jun
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	tive Data		
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	30-Jun
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	tive Data		2018			
Issue		Previous Fiscal Year Data							
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-Jun			
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	<u> </u>	<u> </u>						
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			1						
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/No n-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	-		_			_
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	2			2		
Training Other	2	4	0	2	3	7
Other			Compara	tive Data		
Processing			<u>-</u>			2018
Time		Previou	is Fiscal Ye	ear Data		Thru
	2013	2014	2015	2016	2017	30-Jun
Complaints pend	ding during	fiscal yea	ar			1
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	ing during	fiscal yea	r where he	earing was	requested	d
Average number of days in investigation	377.66	390.38	599.46	590.21	717.2	501.53
Average number of days in final action	113.61	41.38	39.38	69.5	63.62	64.6
Complaint pend	ing during	fiscal yea	r where he	earing was	not reque	ested
Average number of days in investigation	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			Compara	tive Data								
Dismissed by Agency		Previou	ıs Fiscal Yo	ear Data		2018 Thru						
	2013	2014	2015	2016	2017	30-Jun						
Total Complaints Dismissed by Agency	10	9	8	2	6	3						
Average days pending prior to dismissal	140	201	213	126	410	181						
	Complain	ts Withdr	awn by C	omplainan	ts	1						
Total Complaints Withdrawn by Complainants	11	8	11	4	9	12						
Total Final Agency				Co	omparativ	e Data						
Actions			P	revious Fis	cal Year [Data					201 Thr	
Finding Discrimination	201	13	20)14	20:	15	20	16	20:	17	30-J	
Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
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 Discrimination Rendered by				Co	omparativ	e Data					204	
Basis			P	revious Fis	cal Year [Data					201 Thi	
Note: Complaints can be filed alleging multiple bases.	201	13	20	014	20	15	20	16	20:	17	30-J	

l		1										
The sum of the												
bases may not	#	%	#	%	#	%	#	%	#	%	#	%
equal total complaints	#	%	#	%	#	%	#	%	#	%	#	%
and findings.												
Total Number												
Findings	2		0		2		1		3		0	
	0		0	0	2	100	0	0	1	33	0	
Race		0		0		100		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
						<u> </u>						
Findings After	1		0		2		1		2		0	
Hearing	1		U		2		1		۷		O	
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
I DA	U	_ U	U	U	U	U	U	U	U	U	U	U

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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of		•		Co	mparativ	e Data						
Discrimination				revious Fis	ool Voor F)ata					201	.8
Rendered by			r	revious ris	cai fear L	Jala					Thr	ʻu
Issue	20			14	20:			16	203	L7	30-J	un
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		2		1		3		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 Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Acti		1		T	1	T			1			
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	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/No n-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

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Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/No n-Selection	0	0	0	0	1	50	0	0	2	100	0	0
Reassignment		<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							H	_	<u> </u>			⊢
Accommodati	0	0	0	0	0	0	0	0	0	0	0	0
on Disability	U				0		0	0	0	0	U	"
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
	U	U	U	0	U	U	U	U	U	U	U	0
Religious												
Accommodati	0	0	0	0	0	0	0	0	0	0	0	0
on		_	_	_			_					<u> </u>
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	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							~	"		ľ		
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 Det	_		0		U	U					U	
Other Osci De	iiiic											
Findings			I		l							
Without	1		0		0		0		1		0	
Hearing	_						ľ					
Appointment/	0	0	0	0	0	0	0	0	0	0	0	0
Hire							Ů		Ů	Ů	·	Ů
Assignment of	0	0	0	0	0	0	0	0	0	0	0	0
Duties												
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to												
Conversion to Full Time/Perm	0	0	0	0	0	0	0	0	0	0	0	0
Status	U				U		0	0	0	١٠	U	U
Status												
Disciplinary Acti	on		•	-	<u> </u>	<u> </u>	-	-	-			
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
	_							L				

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		1					<u>!</u>	<u>!</u>	<u> </u>		<u> </u>	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/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 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 De	fine			<u> </u>								

Pending Complaints Filed in			Compara	tive Data		
Previous Fiscal Years by Status		Previou	ıs Fiscal Ye	ear Data		2018 Thru
	2013	2014	2015	2016	2017	30-Jun
Total complaints from previous Fiscal Years	142	178	183	198	217	223

Complaints Where Investigations Exceed Required Time	75	68	67	83	140	92
Pending	2013	2014	2015	2016	2017	30-Jun
Complaint Investigations	2013		s Fiscal Ye		2017	2018 Thru
- Perations			Compara	tive Data		
Appeal with EEOC Office of Federal Operations	179	192	76	192	193	198
Final Agency Action	19	24	31	36	16	48
Hearing	82	98	103	94	91	102
ROI issued, pending Complainant's action	3	7	3	1	2	10
Investigation	36	45	42	53	106	44
Number compla	ints pendi	ng				
Total Complainants	140	174	179	194	215	220