

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
Number of Complaints Filed	82	85	85	165	108	21
Number of Complainants	81	85	84	163	104	20
Repeat Filers	1	0	1	2	4	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	26	22	30	62	38	11
Color	9	9	8	22	6	7
Religion	4	2	3	2	1	0
Reprisal	33	30	30	64	41	8
Sex	21	23	31	58	42	10
PDA	0	1	0	1	3	0
National Origin	6	15	12	17	6	3
Equal Pay Act	0	0	0	0	0	0
Age	25	20	20	45	24	13
Disability	20	30	25	50	28	4
Genetics	1	1	0	1	0	1
Non-EEO	4	3	5	15	6	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	31-Dec
	Appointment/Hire	1	3	3	13	7
Assignment of Duties	12	5	4	6	7	1
Awards	1	0	0	0	0	1
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	3	0
Reprimand	2	1	1	3	1	1
Suspension	2	4	3	1	1	0
Removal	2	0	0	1	1	0
Duty Hours	1	0	0	0	1	0
Perf. Eval./Appraisal	11	12	10	14	10	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	24	27	16	47	39	5
Sexual	3	2	2	16	5	0
Medical Examination	0	1	0	1	0	0
Pay including overtime	2	1	3	1	2	1
Promotion/Non-Selection	13	7	14	13	12	5
Reassignment						
Denied	0	1	1	2	2	0
Directed	4	0	1	0	1	0
Reasonable Accommodation Disability	5	6	8	6	7	0
Reinstatement	1	0	0	1	0	0
Religious Accommodation	0	0	0	1	0	0

Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	4	4	3	2	0
Termination	14	8	14	25	10	4
Terms/Conditions of Employment	16	17	16	50	25	5
Time and Attendance	0	4	3	3	2	1
Training	0	2	3	7	1	0
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	604.78	566.79	639.07	631.52	481.97	631.26
Average number of days in final action	79.37	157.78	135.52	106.96	210.77	108.85
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	599.46	590.21	717.2	501.53	410.71	515.67
Average number of days in final action	39.38	69.5	63.62	64.6	150	61.9
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	612.77	545.56	548.92	719.78	510.79	665.26

Average number of days in final action	128.76	246.05	315.67	159.92	263.45	265.33
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	8	2	6	3	6	4
Average days pending prior to dismissal	213	126	410	181	210	600
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	11	4	9	12	19	4

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 31-Dec	
	2015		2016		2017		2018		2019		31-Dec	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		3		0		2		2	
Without Hearing	0	0	0	0	1	33	0	0	2	100	0	0
With Hearing	3	100	1	100	2	67	0	0	0	0	2	100

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
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	1	100	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	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	50	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	1	50	0	0
Other - User Define												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	183	198	217	223	268	336
Total Complainants	179	194	215	220	262	325
Number complaints pending						
Investigation	42	53	106	44	17	59
ROI issued, pending Complainant's action	3	1	2	10	20	7
Hearing	103	94	91	102	137	155

Final Agency Action	31	36	16	48	94	111
Appeal with EEOC Office of Federal Operations	76	192	193	198	205	213
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	67	83	140	92	29	29