

For 3rd Quarter 2020 for period ending June 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Jun
	2015	2016	2017	2018	2019	
Number of Complaints Filed	82	85	85	165	108	90
Number of Complaintants	81	85	84	163	104	84
Repeat Filers	1	0	1	2	4	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Jun
	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	34
Color	9	9	8	22	6	15
Religion	4	2	3	2	1	1
Reprisal	33	30	30	64	41	46
Sex	21	23	31	58	42	33
PDA	0	1	0	1	3	0
National Origin	6	15	12	17	6	11
Equal Pay Act	0	0	0	0	0	1
Age	25	20	20	45	24	35
Disability	20	30	25	50	28	25

Genetics	1	1	0	1	0	2
Non-EEO	4	3	5	15	6	6
Complain ts by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru
<i>Note: Complain ts can be filed alleging multiple bases. The sum of the bases may not equal total complain ts filed.</i>	2015	2016	2017	2018	2019	30-Jun
Appointm ent/Hire	1	3	3	13	7	14
Assignme nt of Duties	12	5	4	6	7	9
Awards	1	0	0	0	0	1
Conversio n to Full Time/Per m Status	0	0	1	0	0	0
Disciplinary Action						
Demotio n	0	0	0	1	3	0
Repriman d	2	1	1	3	1	1
Suspensio n	2	4	3	1	1	1
Removal	2	0	0	1	1	1

Duty Hours	1	0	0	0	1	0
Perf. Eval./ Appraisal	11	12	10	14	10	8
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	24	27	16	47	39	30
Sexual	3	2	2	16	5	1
Medical Examination	0	1	0	1	0	0
Pay including overtime	2	1	3	1	2	2
Promotion/Non-Selection	13	7	14	13	12	16
Reassignment						
Denied	0	1	1	2	2	0
Directed	4	0	1	0	1	1
Reasonable Accommodation Disability	5	6	8	6	7	5
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	10
Telework	0	4	4	3	2	0
Termination	14	8	14	25	10	12
Terms/Conditions of Employment	16	17	16	50	25	14
Time and Attendance	0	4	3	3	2	3
Training	0	2	3	7	1	2
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Jun
	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	462.68

Average number of days in final action	79.37	157.78	135.52	106.96	210.77	230.85
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	342
Average number of days in final action	39.38	69.5	63.62	64.6	150	79.94
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	544.71
Average number of days in final action	128.76	246.05	315.67	159.92	263.45	349.79
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020 Thru
	2015	2016	2017	2018	2019	30-Jun

Total Complaints Dismissed by Agency	8	2	6	3	6	11
Average days pending prior to dismissal	213	126	410	181	210	806

Complaints Withdrawn by Complainants

Total Complaints Withdrawn by Complainants	11	4	9	12	19	10
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Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data											2020 Thru
	2015		2016		2017		2018		2019		30-Jun	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		3		0		2		5	
Without Hearing	0	0	0	0	1	33	0	0	2	100	1	20

Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	0	0	1	33	0	0	1	33	1	25
Sex	1	50	1	100	0	0	0	0	0	0	3	75
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	1	25
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	2	50
Disability	0	0	0	0	1	33	0	0	1	33	1	25
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 Hearing	2		1		2		0		1		4	
Race	2	100	0	0	1	50	0	0	0	0	1	25
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	1	50	0	0	1	50	0	0	1	100	1	25
Sex	1	50	1	100	0	0	0	0	0	0	3	75
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	1	25
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	2	50
Disability	0	0	0	0	0	0	0	0	0	0	1	25
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 Hearing	0		0		1		0		2		0	
Race	0	0	0	0	0	0	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	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	0	0	0	0	1	100	0	0	1	50	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 Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 30-Jun	
	2015		2016		2017		2018		2019		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2		1		3		0		3		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	33
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 Action												
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	1	33
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	1	50	0	0	0	0	0	0	0	0	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

Non-Sexual	0	0	1	100	0	0	0	0	1	33	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	1	50	0	0	2	67	0	0	0	0	1	33
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	33	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	1	50	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	33	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	33	0	0
Other - User Define												

Findings After Hearing	2		1		2		0		1		3	
Appointm ent/Hire	0	0	0	0	0	0	0	0	0	0	1	33
Assignme nt 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
Conversio n to Full Time/Per m Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	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	1	33
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	1	50	0	0	0	0	0	0	0	0	1	33
Examinati on/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examinati on	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
Promotio n/Non-Selection	1	50	0	0	2	100	0	0	0	0	1	33
Reassignment												

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 30-Jun
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	183	198	217	223	268	242
Total Complaintants	179	194	215	220	262	234
Number complaints pending						
Investigation	42	53	106	44	17	18

ROI issued, pending Complainant's action	3	1	2	10	20	4
Hearing	103	94	91	102	137	139
Final Agency Action	31	36	16	48	94	77
Appeal with EEOC Office of Federal Operations	76	192	193	198	205	219
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Jun
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	67	83	140	92	29	23