

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
Number of Complaints Filed	82	85	85	165	108	117
Number of Complaintants	81	85	84	163	104	109
Repeat Filers	1	0	1	2	4	7
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	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	49
Color	9	9	8	22	6	18
Religion	4	2	3	2	1	2
Reprisal	33	30	30	64	41	56
Sex	21	23	31	58	42	40
PDA	0	1	0	1	3	0
National Origin	6	15	12	17	6	15
Equal Pay Act	0	0	0	0	0	1
Age	25	20	20	45	24	43
Disability	20	30	25	50	28	33
Genetics	1	1	0	1	0	2
Non-EEO	4	3	5	15	6	6

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru
<p><i>Note: Complaints can be filed alleging multiple bases.</i></p> <p><i>The sum of the bases may not equal total complaints filed.</i></p>						30-Sep
	2015	2016	2017	2018	2019	
Appointment/Hire	1	3	3	13	7	16
Assignment of Duties	12	5	4	6	7	13
Awards	1	0	0	0	0	1
Conversion to Full Time/Perm Status	0	0	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	1	3	0
Reprimand	2	1	1	3	1	2
Suspension	2	4	3	1	1	1
Removal	2	0	0	1	1	2
Duty Hours	1	0	0	0	1	0
Perf. Eval./Appraisal	11	12	10	14	10	9
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	24	27	16	47	39	43
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	20
<b>Reassignment</b>						
Denied	0	1	1	2	2	0
Directed	4	0	1	0	1	1
Reasonable Accommodation Disability	5	6	8	6	7	6
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	15
Terms/Conditions of Employment	16	17	16	50	25	18
Time and Attendance	0	4	3	3	2	3
Training	0	2	3	7	1	3
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 30-Sep</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						

Average number of days in investigation	604.78	566.79	639.07	631.52	481.97	461.57
Average number of days in final action	79.37	157.78	135.52	106.96	210.77	234.61
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	435.74
Average number of days in final action	39.38	69.5	63.62	64.6	150	73.65
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	479.71
Average number of days in final action	128.76	246.05	315.67	159.92	263.45	334.65
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	

Total Complaints Dismissed by Agency	8	2	6	3	6	15						
Average days pending prior to dismissal	213	126	410	181	210	779						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	11	4	9	12	19	11						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru 30-Sep</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		3		0		2		8	
Without Hearing	0	0	0	0	1	33	0	0	2	100	3	38
With Hearing	3	100	1	100	2	67	0	0	0	0	5	63





<b>Total Number Findings</b>	2		1		3		0		3		5	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	20
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
<b>Disciplinary Action</b>												
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	20
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	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
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	0
Medical Examination	0	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	0
Promotion /Non-Selection	1	50	0	0	2	67	0	0	0	0	3	60	
Reassignment													
Denied	0	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	0
Reasonable Accommodation Disability	0	0	0	0	1	33	0	0	0	0	0	0	0
Reinstatement	0	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	0
Retirement	0	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	0
Telework	0	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	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	1	33	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	100	0	0	0	0	2	50
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	1	50	0	0	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												
<b>Findings Without Hearing</b>	0		0		1		0		2		1	



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												

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>30-Sep</b>

Total complaints from previous Fiscal Years	183	198	217	223	268	187
Total Complainants	179	194	215	220	262	181
<b>Number complaints pending</b>						
Investigation	42	53	106	44	17	10
ROI issued, pending Complainant's action	3	1	2	10	20	3
Hearing	103	94	91	102	137	121
Final Agency Action	31	36	16	48	94	46
Appeal with EEOC Office of Federal Operations	76	192	193	198	205	222

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	67	83	140	92	29	25