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

			Compar	ative Data	1					
Complaint		Previou	ıs Fiscal Ye	ear Data		2020 Thru				
Activity	2015	2016	2017	2018	2019	30-Sep				
Number of Complaints Filed	82	85	85	165	108	117				
Number of Complaina nts	81	85	84	163	104	109				
Repeat Filers	1	0	1	2	4	7				
Complaints			Compar	ative Data		2020				
by Basis		Previou	ıs Fiscal Ye	s Fiscal Year Data						
Note: Complaint s can be filed alleging multiple bases. The sum of the bases may not equal total complaint s filed.	2015	2016	2017	2018	2019	30-Sep				
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		1				
by Issue		Previou	ıs Fiscal Ye	ar Data		2020 Thru
Note: Complaint s can be filed alleging multiple bases.						30-Sep
The sum of the bases may not equal total complaint s filed.	2015	2016	2017	2018	2019	
Appointme nt/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
Disciplinary			1			
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
Examinatio n/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	24	27	16	47	39	43
Sexual	3	2	2	16	5	1

Medical						
Examinatio	0	1	0	1	0	0
n						
Pay						
including	2	1	3	1	2	2
overtime						
Promotion						
/Non-	13	7	14	13	12	20
Selection						
Reassignme						
Denied	0	1	1	2	2	0
Directed	4	0	1	0	1	1
Reasonable Accommod ation Disability	5	6	8	6	7	6
Reinstatem ent	1	0	0	1	0	0
Religious			•		•	
Accommod ation	0	0	0	1	0	0
Retirement	0	0	1	0	0	0
Sex- Stereotypin g	0	0	0	0	0	1
Telework	0	4	4	3	2	0
Terminatio n	14	8	14	25	10	15
Terms/Con ditions of Employme nt	16	17	16	50	25	18
Time and Attendance	0	4	3	3	2	3
Training	0	2	3	7	1	3
_						

Other

			Compar	ative Data)							
Processing Time		Previou	2020 Thru									
	2015	2015 2016 2017 2018 2019										
Complaints	omplaints pending during fiscal year											

Average number of days in investigatio n	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 p	ending d	uring fiscal	year whe	re hearing	was requ	ested		
Average number of days in investigatio n	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 p	ending d	uring fiscal	year whe	re hearing	was not r	equested		
Average number of days in investigatio n	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		
			Compar	ative Data	1			
Complaints			Compan	ative Data	<u> </u>			
Dismissed by Agency			2020 Thru					
	2015	2016	2017	2018	2019	30-Sep		

Finding	20	015	20	16	2	017	2018	2019				
Agency Actions		Previous Fiscal Year Data										
Total Final					Compa	rative Data						
Total Complaints Withdrawn by Complaina nts	11	4	9	12	19	11						
Complaints	Withdrav	vn by Com	plainants									
Average days pending prior to dismissal	213	126	410	181	210	779						
Total Complaints Dismissed by Agency	8	2	6	3	6	15						

Total Final Agency		Comparative Data											
Actions Finding				Previous F							2020 Thru		
Discriminat	20	2015		16	2	017	201	L8 I	2	019	30-9	Sep	
ion	#	%	#	%	#	%	#	%	#	%	#	%	
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	

Findings of Discriminat		Comparative Data											
ion Rendered by Basis			ı	Previous F	iscal Year	· Data						2020 Thru	
Note: Complaint s can be filed alleging multiple bases.	20	015	5 2016			2017		2018		019	30-Sep		
The sum of the bases may not equal total complaint s and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		1		3		0		3		7		
Race	2	100	0	0	1	33	0	0	1	33	2	29	
Color	0	0	0	0	0	0	0	0	0		0	0	
Religion	0	0	0	0	0	0	0	0	0		0	0	
Reprisal	1	50	0	0	1	33	0	0	1		2	29	
Sex PDA	1 0	50 0	0	100	0	0	0	0	0		3	43 0	
National													
Origin	0	0	0	0	0	0	0	0	0	0	2	29	
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		3	43	
Disability	0	0	0	0	1	33	0	0	1		2	29	
Genetics	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	2		1		2		0		1		Г	
Hearing	2		1		2		ľ		1		5	
Race	2	100	0	0	1	50	0	0	0	0	1	20
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	20
Sex	1	50	1	100	0	0	0	0	0	0	3	60
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	20
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	3	60
Disability	0	0	0	0	0	0	0	0	0	0	2	40
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		2	
Race	0	0	0	0	0	0	0	0	1	50	1	50
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	1	50
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	1	50
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
					Compa	rative Data						
Findings of	Previous Fiscal Year Data 2015 2016 2017 2018 2019										20: Th	ru
Discriminat	20)15	20	16	2	017	201	.8	2	019	30-9	ер
ion Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings	2		1		3		0		3		5	
Appointme nt/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
Disciplinary								ı				
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
Examinatio n/Test Harassment	0	0	0	0	0	0	0	0	0	0	0	0
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 Examinatio n	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	3	60
Reassignmen	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 Accommod ation Disability	0	0	0	0	1	33	0	0	0	0	0	0
Reinstatem ent	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommod ation	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
Terminatio n	1	50	0	0	0	0	0	0	0	0	0	0
Terms/Con ditions of Employme nt	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		U	U	U	U	0	U	U		33	U	
Findings After Hearing	2		1		2		0		1		4	
Appointme nt/Hire	0	0	0	0	0	0	0	0	0	0	1	25
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	25
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	25
Examinatio n/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 Examinatio n	0	0	0	0	0	0	0	0	0	0	0	0

		I					T	1	I	ı	I	
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
Reassignmen	it											_
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 Accommod ation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatem ent	0	0	0	0	0	0	0	0	0	0	0	0
Religious												
Accommod ation	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
Terminatio n	1	50	0	0	0	0	0	0	0	0	0	0
Terms/Con ditions of Employme nt	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												
Findings Without Hearing	0		0		1		0		2		1	

		ı					ı	ı	1		ı	
Appointme nt/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 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	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
Examinatio n/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment							•		•			
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 Examinatio n	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	1	100
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 Accommod ation Disability	0	0	0	0	1	100	0	0	0	0	0	0
Reinstatem ent	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommod ation	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
Terminatio n	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Con ditions of Employme nt	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	Comparative Data								
Filed in Previous		2020 Thru							
Fiscal Years by Status	2015	2016	2017	2018	2019	30-Sep			

Total complaints from previous Fiscal Years	183	198	217	223	268	187
Total Complaina nts	179	194	215	220	262	181
Number con	nplaints p	ending				
Investigatio n	42	53	106	44	17	10
ROI issued, pending Complaina nt'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						
Investigati		2020 Thru				
ons	2015	2016	2017	2018	2019	30-Sep
Pending Complaints Where Investigatio ns Exceed Required Time Frames		83	140	92	29	25