

**Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:
FEMA (and below)
For 3rd Quarter 2021 for period ending June 30, 2021**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30- Jun
	2016	2017	2018	2019	2020	
Number of Complaints Filed	85	85	165	108	119	100
Number of Complainants	85	84	163	104	111	93
Repeat Filers	0	1	2	4	7	6
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30- Jun
	2016	2017	2018	2019	2020	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	22	30	62	38	50	40
Color	9	8	22	6	18	12
Religion	2	3	2	1	2	1
Reprisal	30	30	64	41	57	53
Sex	23	31	58	42	40	30
PDA	1	0	1	3	0	0
National Origin	15	12	17	6	15	12
Equal Pay Act	0	0	0	0	1	0
Age	20	20	45	24	45	30

Disability	30	25	50	28	33	22
Genetics	1	0	1	0	2	0
Non-EEO	3	5	15	6	6	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30- Jun
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	
Appointment/Hire	3	3	13	7	16	10
Assignment of Duties	5	4	6	7	13	6
Awards	0	0	0	0	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	3	0	0
Reprimand	1	1	3	1	2	3
Suspension	4	3	1	1	1	3
Removal	0	0	1	1	2	1
Duty Hours	0	0	0	1	0	0
Perf. Eval./ Appraisal	12	10	14	10	9	15
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	27	16	47	39	43	38
Sexual	2	2	16	5	1	2
Medical Examination	1	0	1	0	0	0
Pay including overtime	1	3	1	2	2	1
Promotion/Non-Selection	7	14	13	12	20	17
Reassignment						
Denied	1	1	2	2	0	0

Directed	0	1	0	1	1	0
Reasonable Accommodation Disability	6	8	6	7	6	6
Reinstatement	0	0	1	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	4	4	3	2	1	0
Termination	8	14	25	10	17	15
Terms/Conditions of Employment	17	16	50	25	17	9
Time and Attendance	4	3	3	2	3	3
Training	2	3	7	1	3	3
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30- Jun
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	566.8	639.1	631.5	482	460.5	368.36
Average number of days in final action	157.8	135.5	107	210.8	234.6	210.41
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	590.2	717.2	501.5	410.7	435.7	265.83
Average number of days in final action	69.5	63.62	64.6	150	73.65	116.47
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	545.6	548.9	719.8	510.8	477.5	515.68
Average number of days in final action	246.1	315.7	159.9	263.5	334.7	342.21
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021 Thru

Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	1	100	0	0
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	1	100	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	50	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	50	0	0	0	0	0
Other - User Define													

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Jun
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	198	217	223	268	187	210
Total Complainants	194	215	220	262	181	198
Number complaints pending						
Investigation	53	106	44	17	10	17
ROI issued, pending Complainant's action	1	2	10	20	3	2
Hearing	94	91	102	137	121	136
Final Agency Action	36	16	48	94	46	43

Appeal with EEOC Office of Federal Operations	192	193	198	205	222	234
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30- Jun
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	83	140	92	29	25	27