

**Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act: FEMA (and below)
For 1st Quarter 2021 for period ending
December 31, 2020**

For 1st Quarter 2021 for period Ending December 31, 2020						
Complaint Activity	Comparative Data					2021 Thru 31 Dec
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Number of Complaints Filed	85	85	165	108	117	34
Number of Complaints	85	84	163	104	109	34
Repeat Filers	0	1	2	4	7	0
Complaints by Basis	Comparative Data					2021 Thru 31 Dec
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Note: Complaints Filed alleging multiple bases. The sum of the bases may not equal total complaints files	2016	2017	2018	2019	2020	
Race	22	30	62	38	49	15
Color	9	8	22	6	18	5
Religion	2	3	2	1	2	0
Reprisal	30	30	64	41	56	14
Sex	23	31	58	42	40	9
PDA	1	0	0	0	0	0
National Origin	15	12	17	6	15	5
Equal Pay Act	0	0	0	0	1	0
Age	20	20	45	24	43	13
Disability	30	25	50	28	33	7
Genetics	1	0	1	0	2	0
Non-EEO	3	5	15	6	6	0

Complaints by Issue	Comparative Data					2021 Thru 31 Dec
	Previous Fiscal Year Data					
Note: Complaints Filed alleging multiple bases. The sum of the bases may not equal total coplaints files	2016	2017	2018	2019	2020	
Appointment/Hire	3	3	13	7	16	11
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	0
Suspension	4	3	1	1	1	0
Removal	0	0	1	1	2	0
Duty Hours	0	0	0	1	0	0
Performance Eval/Appraisal	12	10	14	10	9	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	27	16	47	39	43	26
Sexual	2	2	16	5	1	0
Medical Examination	1	0	1	0	0	0
Pay Including Overtime	1	3	1	2	2	0
Promotion/Non-Selection	7	14	13	12	20	12
Reassignment						
Denied	1	1	2	2	1	0
Directed	0	1	0	1	6	0
Reasonable Accommodation Disability	6	8	6	7	0	1
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	0	0
Termination	8	14	25	10	15	12
Terms/Conditions of Employment	17	16	50	25	18	5
Time and Attendance	4	3	3	2	3	6
Training	2	3	7	1	0	3
Other						

Processing Time	Comparative Data					2021 Thru 31 Dec
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
<i>Complaints pending during fiscal year</i>						
Average number of days in investigation	566.79	639.07	631.52	481.97	461.57	398.1
Average number of days in final action	157.78	135.52	106.96	210.77	234.61	756.00
<i>Complaints pending during fiscal year where hearing was requested</i>						
Average number of days in investigation	590.21	717.2	501.3	410.71	435.74	179
Average number of days in final action	69.5	63.62	64.6	150	73.65	1324
<i>Complaints pending during fiscal year where hearing was not requested</i>						
Average number of days in investigation	545.56	54.92	719.98	510.79	479.71	179
Average number of days in final action	246.05	315.67	159.92	263.45	334.65	1055
Complaints Dismissed by Agency	Comparative Data					2021 Thru 31 Dec
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	2	6	3	6	15	2
Average days prior to dismissal	126	410	181	210	779	1280
Complaints Withdrwn by Complainants						
Total Complaints Withdrawn by Complainants	4	9	12	19	11	6

Finding Discrimination Rendered by Issue	Comparative Data										2021 Thru 31 Dec	
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number of Findings	1		3		0		3		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	20	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
Other-User Define	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	20	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
Performance Eval/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	1	33	0	0	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	0	0	2	67	0	0	0	0	3	60	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	1	33	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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	33	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	1	33	0	0	0	0
Other-User Define												
Findings After Hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	1	25	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
Other-User Define	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	25	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
Performance Eval/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	1	100	0	0	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	0	0	0	0	2	100	0	0	2	50	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	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	0	0	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												

Findings Without Hearing	0		1		0		2		1		0	
Appointment/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
Other-User Define	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
Performance Eval/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/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 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	1	100	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	1	100	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	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
Time and Attendance	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
Other-User Define												
Pending Complaints Filed in Previous Fiscal Year by Status												
	Comparative Data					2021 Thru 31 Dec						
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total Complaints from previous Fiscal Year	198	217	223	268	187	299						
Total Complaints	194	215	220	262	181	266						
Number of Complaints pending												
Investigation	53	106	44	17	10	36						
ROI's issued, pending Complainant's action	1	2	10	20	3	0						
Hearing	94	91	102	137	121	143						
Final Agency Action	36	16	48	94	46	81						
Appeal with EEOC Office of Federal Operations	192	193	198	205	222	222						
Complaint Investigations												
	Comparative Data					2021 Thru 31 Dec						
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceeded Required Timelines	83	140	92	29	25	16						

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Number of Complaints	85	84	163	104	109	34
Repeat Filers	0	1	2	4	7	0
Complaints by Basis	Comparative Data					2021 Thru 31 Dec
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Race	22	30	62	38	49	15
Color	9	8	22	6	18	5
Religion	2	3	2	1	2	0
Reprisal	30	30	64	41	56	14
Sex	23	31	58	42	40	9
PDA	1	0	0	0	0	0
National Origin	15	12	17	6	15	5
Equal Pay Act	0	0	0	0	1	0
Age	20	20	45	24	43	13
Disability	30	25	50	28	33	7
Genetics	1	0	1	0	2	0
Non-EEO	3	5	15	6	6	0

Complaints by Issue	Comparative Data					2021 Thru 31 Dec
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Note: Complaints Filed alleging multiple bases. The sum of the bases may not equal total coplaints files	2016	2017	2018	2019	2020	
Appointment/Hire	3	3	13	7	16	11
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	0
Suspension	4	3	1	1	1	0
Removal	0	0	1	1	2	0
Duty Hours	0	0	0	1	0	0
Performance Eval/Appraisal	12	10	14	10	9	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	27	16	47	39	43	26
Sexual	2	2	16	5	1	0
Medical Examination	1	0	1	0	0	0
Pay Including Overtime	1	3	1	2	2	0
Promotion/Non-Selection	7	14	13	12	20	12
Reassignment						
Denied	1	1	2	2	1	0
Directed	0	1	0	1	6	0
Reasonable Accommodation Disability	6	8	6	7	0	1
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	0	0
Termination	8	14	25	10	15	12
Terms/Conditions of Employment	17	16	50	25	18	5
Time and Attendance	4	3	3	2	3	6
Training	2	3	7	1	0	3
Other						

Processing Time	Comparative Data					2021 Thru 31 Dec
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<i>Complaints pending during fiscal year</i>						
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Average days prior to dismissal	126	410	181	210	779	1280
Complaints Withdrwn by Complainants						
Total Complaints Withdrawn by Complainants	4	9	12	19	11	6

Finding Discrimination Rendered by Issue	Comparative Data										2021 Thru 31 Dec	
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number of Findings	1		3		0		3		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	20	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
Other-User Define	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	20	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
Performance Eval/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	1	33	0	0	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	0	0	2	67	0	0	0	0	3	60	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	1	33	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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	33	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	1	33	0	0	0	0
Other-User Define												
Findings After Hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	1	25	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
Other-User Define	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	25	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
Performance Eval/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	1	100	0	0	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	0	0	0	0	2	100	0	0	2	50	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	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	0	0	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												

Findings Without Hearing	0		1		0		2		1		0	
Appointment/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
Other-User Define	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
Performance Eval/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/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 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	1	100	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	1	100	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	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
Time and Attendance	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
Other-User Define												
Pending Complaints Filed in Previous Fiscal Year by Status												
	Comparative Data					2021 Thru 31 Dec						
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total Complaints from previous Fiscal Year	198	217	223	268	187	299						
Total Complaints	194	215	220	262	181	266						
Number of Complaints pending												
Investigation	53	106	44	17	10	36						
ROI's issued, pending Complainant's action	1	2	10	20	3	0						
Hearing	94	91	102	137	121	143						
Final Agency Action	36	16	48	94	46	81						
Appeal with EEOC Office of Federal Operations	192	193	198	205	222	222						
Complaint Investigations												
	Comparative Data					2021 Thru 31 Dec						
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceeded Required Timelines	83	140	92	29	25	16						