

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

RD (and below)

For 4th Quarter 2016 for period ending September 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	45	37	49	28	30	45
Number of Complainants	45	37	48	28	30	45
Repeat Filers	0	0	1	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	26	16	16	15	14	27
Color	4	3	5	0	2	9
Religion	5	1	1	0	1	1
Reprisal	19	17	30	15	11	18
Sex	21	20	21	8	13	19
PDA	0	0	0	0	0	0

National Origin	5	3	4	5	4	3
Equal Pay Act	1	1	2	0	0	0
Age	20	13	14	12	11	19
Disability	4	11	6	7	9	9
Genetics	0	0	0	0	0	0
Non-EEO	4	5	4	2	3	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	3	0	0	0	1	1
Assignment of Duties	6	6	12	8	7	12
Awards	5	3	2	1	1	1
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action						
Demotion	1	1	0	0	0	1
Reprimand	5	8	0	0	0	1
Suspension	1	4	2	0	2	0
Removal	0	1	0	0	0	0
Other	0	0	0	0	0	1
Duty Hours	0	2	0	0	1	2
Perf. Eval./ Appraisal	7	3	7	5	6	8
Examination/Test	0	0	0	0	0	1
Harassment						
Non-Sexual	17	22	29	11	14	21

Sexual	0	1	0	0	1	2
Medical Examination	2	0	0	0	0	0
Pay including overtime	0	0	5	3	2	0
Promotion/Non-Selection	22	6	13	13	8	15
Reassignment						
Denied	0	1	0	2	2	1
Directed	1	4	1	1	4	3
Reasonable Accommodation Disability	3	4	5	1	7	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	5
Termination	2	2	2	4	1	6
Terms/Conditions of Employment	2	6	12	5	10	8
Time and Attendance	3	7	5	5	2	8
Training	4	4	4	3	1	3
Other						
User Defined - Other 1	0	0	0	0	0	2
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	368.93	367.68	288.96	196.03	233.24	187.58
Average number of days in final action	340.54	150.05	157.46	168.18	260.35	116.89
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	314.83	358.88	283.64	207.05	210.27	191.10
Average number of days in final action	260.00	113.17	92.86	212.93	143.57	142.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	405.00	378.25	296.79	177.67	266.93	181.42
Average number of days in final action	398.07	167.08	181.26	116.54	342.10	84.67
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	5	5	4	6	2	2
Average days pending prior to dismissal	113	275	67	109	59	94
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	3	2	3	2	2

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		4		0		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	100
With Hearing	0	0	0	0	1	100	4	100	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	6		1		4		4		0		1	
Race	0	0	0	0	0	0	2	50	0	0	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	1	25	2	50	0	0	1	100
Sex	3	50	0	0	1	25	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	2	50	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	6	100	1	100	2	50	0	0	0	0	0	0
Disability	1	17	1	100	1	25	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	25	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										2016Thru09- 30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		1		4		4		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	25	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
Other	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	1	100	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	5	83	1	100	1	25	1	25	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	1	17	0	0	1	25	2	50	0	0	1	100

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												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	6		1		3		0		0		1	
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
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
Other	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	1	100	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	57	57	57	59	50	28
Total Complainants	45	50	53	54	46	28
Number complaints pending						
Investigation	17	9	7	6	6	0
ROI issued, pending Complainant's action	1	3	0	0	0	0
Hearing	25	31	34	46	39	21
Final Agency Action	16	17	17	9	7	7
Appeal with EEOC Office of Federal Operations	4	4	4	4	2	5
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	28	14	7	6	6	0