

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

FPAC (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	52	68	81	62	63	6
Number of Complainants	52	67	81	62	63	6
Repeat Filers	0	1	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	23	33	34	28	26	2
Color	7	14	15	16	8	1
Religion	4	5	4	6	5	0
Reprisal	20	37	44	33	33	3
Sex	22	30	51	30	25	4
PDA	0	0	1	0	1	0

National Origin	2	10	11	8	4	1
Equal Pay Act	0	0	4	0	0	0
Age	19	26	30	23	26	2
Disability	14	15	23	19	26	2
Genetics	0	0	0	0	0	0
Non-EEO	7	10	13	6	12	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	4	10	2	5	13	1
Assignment of Duties	9	10	9	12	6	2
Awards	0	1	2	2	1	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	1	0
Reprimand	5	9	17	7	4	0
Suspension	1	4	6	5	6	0
Removal	0	2	4	4	8	0
Other	0	0	0	0	1	0
Duty Hours	1	1	0	0	0	0
Perf. Eval./ Appraisal	10	8	13	14	15	0
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	25	36	50	28	29	0

Sexual	1	4	6	1	2	1
Medical Examination	0	0	0	1	0	0
Pay including overtime	2	1	5	1	1	0
Promotion/Non-Selection	16	18	17	13	11	2
Reassignment						
Denied	1	2	3	5	0	0
Directed	0	2	1	11	5	0
Reasonable Accommodation Disability	5	5	11	11	10	1
Reinstatement	0	0	0	1	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	4	16	2	0	0
Termination	3	6	6	2	3	0
Terms/Conditions of Employment	9	15	33	19	5	1
Time and Attendance	4	3	10	12	9	0
Training	4	3	9	2	1	0
Other						
User Defined - Other 1	1	0	0	0	0	0
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					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	225.71	164.91	175.57	190.84	211.50	136.00
Average number of days in final action	49.73	90.59	36.36	38.70	39.58	39.12
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	226.97	186.67	168.52	198.00	226.91	138.00
Average number of days in final action	61.40	112.17	15.73	22.23	29.91	27.64
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	219.63	140.07	185.80	182.45	198.50	134.86
Average number of days in final action	46.21	59.61	57.00	55.18	50.00	48.85
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	7	7	7	6	3	0
Average days pending prior to dismissal	89	44	13	237	37	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	6	5	3	2	7	1

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		2		0	
Without Hearing	0	0	1	100	0	0	0	0	1	50	0	0
With Hearing	0	0	0	0	0	0	0	0	1	50	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
<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	0		1		0		0		2		0	
Race	0	0	0	0	0	0	0	0	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	1	100	0	0	0	0	1	50	0	0
Sex	0	0	0	0	0	0	0	0	1	50	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	0	0
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	0	0	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	1	50	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										2021Thru12- 31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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	1	50	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	50	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	1	50	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	1	100	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												
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	0		1		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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	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												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	50	50	57	72	52	77
Total Complainants	50	49	57	72	51	76
Number complaints pending						
Investigation	0	0	0	1	0	3
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	45	47	54	65	48	64
Final Agency Action	6	3	3	8	4	4
Appeal with EEOC Office of Federal Operations	18	24	28	33	44	56
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	1	0	0