

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

HQ (and below)

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	1055	759	625	799	801	204
Number of Complainants	1022	728	612	782	775	200
Repeat Filers	31	27	13	15	24	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	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>	2011	2012	2013	2014	2015	2016Thru12-31
Race	612	323	257	352	326	93
Color	154	123	99	170	148	36
Religion	38	33	18	50	31	9
Reprisal	316	357	272	357	360	84
Sex	263	273	220	339	293	69
PDA	0	5	5	2	7	0

National Origin	120	98	69	119	111	30
Equal Pay Act	7	11	2	2	6	2
Age	258	236	193	245	253	77
Disability	220	203	162	222	240	65
Genetics	0	6	1	4	4	1
Non-EEO	15	22	16	14	22	8
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<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	53	50	47	81	94	26
Assignment of Duties	73	77	68	67	62	29
Awards	15	15	13	65	19	2
Conversion to Full-time	1	1	0	1	0	0
Disciplinary Action						
Demotion	5	8	0	2	3	1
Reprimand	60	76	43	66	74	15
Suspension	29	36	36	41	32	3
Removal	10	13	5	15	18	9
Other	0	0	0	0	0	0
Duty Hours	12	15	12	17	9	7
Evaluation Appraisal	29	46	30	29	44	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	325	294	253	329	384	84

Sexual	30	34	26	49	38	11
Medical Examination	4	2	0	2	4	2
Pay (Including Overtime)	14	29	20	30	25	4
Promotion/Non-Selection	464	130	91	140	134	42
Reassignment						
Denied	10	7	4	10	9	3
Directed	13	12	30	24	27	4
Reasonable Accommodation	48	36	31	44	57	15
Reinstatement	1	0	0	1	1	0
Retirement	7	5	2	2	4	0
Termination	80	85	53	62	51	15
Terms/Conditions of Employment	56	88	59	72	82	14
Time and Attendance	26	22	18	27	20	9
Training	18	24	11	25	22	5
Other	2	0	0	11	1	3
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	263.57	297.39	300.48	232.26	201.88	209.50
Average number of days in final action	62.72	63.42	75.36	148.20	188.17	62.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	266.44	283.98	291.95	239.03	208.75	205.94
Average number of days in final action	39.74	35.45	40.84	94.08	68.01	26.25

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	257.69	321.33	313.12	220.83	192.29	212.35						
Average number of days in final action	83.62	85.06	97.42	235.45	253.60	135.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency	4	65	5	114	169	24						
Average days pending prior to dismissal	417	119	441	66	64	43						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	75	76	68	63	91	13						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		8		1		8		6		0	
Without Hearing	2	40	0	0	0	0	0	0	0	0	0	0
With Hearing	3	60	8	100	1	100	8	100	6	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	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	5		8		1		4		0		0	

Assignment of Duties	1	33	1	13	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	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	1	13	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
Evaluation 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	33	3	38	1	100	1	25	0	0	0	0
Sexual	0	0	1	13	0	0	3	75	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	25	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	2	25	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	33	0	0	0	0	0	0	0	0	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	1	33	1	13	0	0	0	0	0	0	0	0

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	50	0	0	0	0	0	0	0	0	0	0
Reinstatement	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
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 Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2016Thru12-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	0	0	0	629	635	1208						
Total Complainants	1216	1699	1627	579	563	1074						
Number complaints pending												
Investigation	341	388	460	27	21	216						
ROI issued, pending Complainant's action	8	20	1	3	2	31						
Hearing	268	360	439	454	537	722						
Final Agency Action	27	41	76	159	86	227						
Appeal with EEOC Office of Federal Operations	0	0	0	664	188	214						
Complaint Investigations	Comparative Data						2016Thru12-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Pending Complaints Where	667	837	865	35	41	58						

Investigations Exceed Required Time Frames						
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