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

## **BPA**

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

			a						
<b>Complaint Activity</b>	Previous Fiscal Year Data								
	2011	2012	2013	2014	2015	2016Thru09-30			
Number of Complaints Filed	13	11	19	10	15	10			
Number of Complainants	13	11	19	10	15	10			
Repeat Filers	0	0	0	0	0	0			

Complaints by Pasis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Race	1	3	6	1	3	1
Color	1	1	4	2	2	1
Religion	2	1	0	0	0	0
Reprisal	7	4	13	7	7	6
Sex	5	3	10	4	1	0
PDA	0	0	0	0	0	0

National Origin	1	0	4	1	1	0
Equal Pay Act	2	0	0	0	0	0
Age	3	5	6	2	5	3
Disability	2	4	10	3	8	4
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	0	0
			Com	parativ	ve Data	1
Complaints by Issue	Pr	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Appointment/Hire	0	2	6	4	6	2
Assignment of Duties	3	3	6	2	0	1
Awards	1	1	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	1	3	0	1	0
Suspension	1	2	0	0	1	0
Removal	0	0	0	0	0	0
Other	1	1	2	0	0	0
Duty Hours	0	0	1	0	0	0
Perf. Eval./ Appraisal	1	5	5	3	3	0
Examination/Test	0	0	0	0	0	0
Harassment		-	-			-
Non-Sexual	5	3	12	4	9	6

Sexual		1	0	2	2	2	0	0
Medical Examination		0	0	(	)	0	0	0
Pay including overtime		4	3	1	1	0	1	0
Promotion/Non-Selection		2	1	(	)	1	1	0
Reassignment						-		
Denied		0	0	(	)	0	0	0
Directed		0	0	(	)	0	0	0
Reasonable Accommodation Disability	on	3	1	۷	1	2	4	1
Reinstatement		0	0	(	)	0	0	0
Religious Accommodation	1	0	0	(	)	0	0	0
Retirement		0	1	(	)	0	0	0
Sex-Stereotyping		0	0	(	)	0	0	0
Telework		0	0	(	)	0	0	0
Termination		2	2	2	2	3	0	2
Terms/Conditions of Empl	oyment	1	2	(	5	1	1	1
Time and Attendance		2	0	7	7	0	1	0
Training		0	2	2	2	0	0	0
Other								
			Co	mp	ara	tive I	)ata	
<b>Processing Time</b>		Previous	s Fisca	ΙΥ	ear	Data		2016Thru09-
	2011	2012	2 2013 2014		2015	30		
Complaints pending during	g fiscal ye	ear						
Average number of days in investigation	265.17	232.83	256.0	00	301	1.11	0	286.67
Average number of days in final action	133.33	146.33	77.7	5	107	7.50	0	413.00

Findings of Discriminati Rendered by Basis	on		]	Pre	vio	us F		_	arativ ear Da		ata	2016	Thru09-
With Hearing		)   (	0	0	0	0	0	0	0	0	0	0	0
Without Hearing	C		О	0	0	0	0	1	100	0	0	0	0
Total Number Findings	0	)		0		0		1		0		0	
	#	<b>#</b> 9,	<b>6</b>	#	<b>%</b>	#	%	#	%	#	%	#	%
Actions Finding Discrimination		201			10u 112		)13	1	014		015	2016	Thru09- 30
Total Final Agency			<b>P</b> 1	rev	ion			_	r Dat				
					<u> </u>		Con	ıpa	rative	Da	ta		
Total Complaints Withdray Complainants				1		<b>п о</b> у З	0		lainaı 5		0		3
Average days pending priodismissal		4 \	11			15	28		189		27	Ģ	941
Total Complaints Dismisse Agency				1		1	1		1		1	1	
			20	11	20	12	201	3	2014	20	)15		30
Complaints Dismissed Agency	l by	2016Thru09											
			Comparative Data										
Average number of days in final action	0		14	16.3	33	55.	00	10	7.50	(	0	41	13.00
Average number of days in investigation	233.	.67	20	)5.6	57	253	.00	27	9.29	353	3.00	35	55.00
Complaint pending during	fisca	l ye	ar v	vhe	re h	eari	ng w	not re	ques	sted			
Average number of days in final action	260.	.00	0 0 122.50 0				35	.00	0				
Average number of days in investigation	296.	.67	67 277.00 265.20 377.50 329				9.22	25	52.50				
Complaint pending during	11500	ı ye.	ui v	VIIC	101	carr	ng w	as.	reques	sicu			

Note: Complaints can be filed	20	)11	20	)12	20	)13	20	2014		)15	30	
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		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	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	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	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	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	0	0	0	0	0	0
			1				1					
Findings After Hearing	0		0		0		0		0		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	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	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	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	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	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		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	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	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	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	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	0	0	0	0	0	0
					(	Com	par	ative	e Da	nta		
Findings of Discrimination		P	revi	ous	Fisc	cal Y	'eai	· Dat	ta		2016	Γhru09-
Rendered by Issue	20	)11	20	12	20	)13	20	14	20	)15		30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		0		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
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												
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	0	0	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 After Hearing	0		0		0		0		0		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
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												
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	0	0	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		0		0		0		0		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
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												•
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	0	0	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						
			Com	parati	ve Data	ı
Pending Complaints Filed in Previous Fiscal Years by Status	Pr	evious l	Fiscal Y	Year D	ata	2016Thru09-
•	2011	2012	2013	2014	2015	30
Total complaints from previous Fiscal Years	1	3	6	10	11	15
Total Complainants	1	3	6	10	11	15
Number complaints pending			-	-	-	
Investigation	0	0	2	2	0	2
ROI issued, pending Complainant's action	0	0	0	1	0	0
Hearing	0	1	4	4	7	10
Final Agency Action	1	2	0	1	2	3
Appeal with EEOC Office of Federal Operations	3	4	3	4	12	3
			Com	parati	ve Data	1
<b>Complaint Investigations</b>	Pr	evious	Fiscal Y	Year D	ata	2016Thru09-
	2011	2012	2013	2014	2015	30
Pending Complaints Where Investigations Exceed Required Time Frames	0	2	3	4	1	3