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

## HQ (and below)

For 2nd Quarter 2016 for period ending March 31, 2016

		ì				
<b>Complaint Activity</b>	Pr	evious	Fiscal Y	Year Da	ıta	2016Thru03-31
	2011	2012	2013	2014	2015	20101111u05-51
Number of Complaints Filed	1055	759	625	799	801	391
Number of Complainants	1022	728	612	782	775	383
Repeat Filers	31	27	13	15	24	5

Complaints by Dasis	Comparative Data										
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	2016Thru03- 31					
Race	612	323	257	352	326	161					
Color	154	123	99	170	148	65					
Religion	38	33	18	50	31	19					
Reprisal	316	357	272	357	360	163					
Sex	263	273	220	339	293	138					
PDA	0	5	5	2	7	2					

National Origin	120	98	69	119	111	54						
Equal Pay Act	7	11	2	2	6	3						
Age	258	236	193	245	253	135						
Disability	220	203	162	222	240	117						
Genetics	0	6	1	4	4	2						
Non-EEO	15	22	16	14	22	18						
	Comparative Data											
Complaints by Issue	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	2016Thru03- 31						
Appointment/Hire	53	50	47	81	94	46						
Assignment of Duties	73	77	68	67	62	59						
Awards	15	15	13	65	19	5						
Conversion to Full-time	1	1	0	1	0	0						
Disciplinary Action												
Demotion	5	8	0	2	3	2						
Reprimand	60	76	43	66	74	26						
Suspension	29	36	36	41	32	15						
Removal	10	13	5	15	18	16						
Other	0	0	0	0	0	0						
Duty Hours	12	15	12	17	9	11						
Evaluation Appraisal	29	46	30	29	44	16						
Examination/Test	0	0	0	0	0	0						
Harassment												
Non-Sexual	325	294	253	329	384	173						

Sexual		30	34	2	6	49	38	16			
Medical Examination		4	2	(	)	2	4	5			
Pay (Including Overtime)		14	29	2	0	30	25	8			
Promotion/Non-Selection		464	130	9	1	140	134	74			
Reassignment											
Denied		10	7		1	10	9	5			
Directed		13	12	3	0	24	27	10			
Reasonable Accommodation	on	48	36	3	1	44	57	28			
Reinstatement		1	0	(	)	1	1	0			
Retirement		7	5	2	2 2		4	0			
Termination		80	85	5	3	62	51	29			
Terms/Conditions of Empl	oyment	56	88	5	9	72	82	33			
Time and Attendance		26	22	1	18 27		20	18			
Training		18	24	1	1	25	22	10			
Other		2 0 0 11 1		1	4						
		Comparative Data									
<b>Processing Time</b>		Previous	revious Fiscal Year Data 20								
	2011	2012	201	3	20	14	2015	31			
Complaints pending during	g fiscal ye	ear									
Average number of days in investigation	263.57	297.39	300.4	48	232	2.26	201.88	223.91			
Average number of days in final action	62.72	63.42	75.3	6	148	3.20	188.17	110.70			
Complaint pending during	fiscal year	ar where	hearin	g w	as r	eques	sted				
Average number of days in investigation	266.44	283.98	291.9	95	239	9.03	208.75	223.96			
Average number of days in final action	39.74	35.45	40.8	4	94	.08	68.01	43.68			

Complaint pending during	g fise	cal y	ear	whei	e h	eari	ng v	vas	not	rec	lues	ted		
Average number of days in investigation	25	57.69	3	21.3	3	313	.12	22	20.8	33	192	2.29	2	23.85
Average number of days in final action	8	3.62	8	35.06	5	97.	42	23	35.4	15	253	3.60	1	60.63
							C	on	ıpa	rati	ve l	Data		
Complaints Dismisse Agency	d by	y		Pre	evio	ous :	Fisc	al Y	Yea	r D	ata		2016	Thru03-
			20	)11	20	12	20	13	20	14	2015			31
Total Complaints Dismiss Agency	sed t	у		4	6	55	5		1	14	10	59		65
Average days pending pri dismissal	or to	)	4	17	1.	19	44	-1	6	66	6	54		70
Cor	npla	ints	Wi	thdr	aw	n b	y Co	mp	olai	nan	ts			
Total Complaints Withdra Complainants	ıwn	by	7	75	7	<b>'</b> 6	6	8	6	53	9	1		26
						C	omp	ar	ativ	e D	ata			
Total Final Agency			Pr	evio	us l	Fisc	al Y	ear	r Da	ata			2016	Thru03-
Actions Finding Discrimination	20	)11	2	012		201	13	2	014	1	20	15		31
	#	%	#	%	#	#	%	#	9/	ó	#	<b>%</b>	#	%
Total Number Findings	5		8		1	1		8			6		1	
Without Hearing	2	40	0	0	0	)	0	0	0	)	0	0	0	0
With Hearing	3	60	8	100	) 1	1	.00	8	10	00	6	100	1	100
Findings of Discriminat	ion						Cor	npa	arat	tive	Da	ta		
Rendered by Basis			I	Prev	iou	s Fi	scal	Ye	ear	Dat	a		2016	Thru03-
Note: Complaints can be		20	11	20	12	1	2013	3	20	14	2	015		31
filed alleging multiple bases. The sum of the bas may not equal total complaints and findings.	es	#	%	#	%	#	0/	Ď	#	%	#	%	#	%
<b>Total Number Findings</b>		5		8		1			4		0		0	

									_			
Race	1	20	2	25	1	100	2	50	0	0	0	0
Color	0	0	2	25	1	100	0	0	0	0	0	0
Religion	0	0	0	0	1	100	1	25	0	0	0	0
Reprisal	3	60	6	75	0	0	1	25	0	0	0	0
Sex	0	0	3	38	0	0	3	75	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	1	20	3	38	1	100	0	0	0	0	0	0
Disability	2	40	1	13	1	100	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
			<u> </u>	'							'	
Findings After Hearing	3		8		1		4		0		0	
Race	1	33	2	25	1	100	2	50	0	0	0	0
Color			<del>                                     </del>	_								
Religion	0	0	2	25	1	100	0	0	0	0	0	0
1101161011	0	0	0	25	1	100	0	25	0	0	0	0
Reprisal												
	0	0	0	0	1	100	1	25	0	0	0	0
Reprisal	0 2	0 67	0	75	1	100	1	25 25	0	0	0	0
Reprisal Sex	0 2 0	0 67 0	6	0 75 38	0 0	100	1 1 3	25 25 75	0 0	0 0 0	0 0	0 0 0
Reprisal Sex PDA	0 2 0 0	0 67 0	0 6 3 0	0 75 38 0	1 0 0	100 0 0	1 1 3 0	25 25 75 0	0 0 0	0 0 0	0 0 0 0	0 0 0
Reprisal Sex PDA National Origin	0 2 0 0 0	0 67 0 0	0 6 3 0	0 75 38 0	1 0 0 0	100 0 0 0	1 1 3 0	25 25 75 0	0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0
Reprisal Sex PDA National Origin Equal Pay Act	0 2 0 0 0	0 67 0 0 0	0 6 3 0 0	0 75 38 0 0	1 0 0 0 0	100 0 0 0 0	1 1 3 0 0	25 25 75 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0
Reprisal Sex PDA National Origin Equal Pay Act Age	0 2 0 0 0 0	0 67 0 0 0 0 33	0 6 3 0 0 0 3	0 75 38 0 0 0 38	1 0 0 0 0 0	100 0 0 0 0 0	1 1 3 0 0 0	25 25 75 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0

Findings Without Hearing	2		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	1	50	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	1	50	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
			<u> </u>			Comp	ara	tive	Da	ta		
Findings of Discrimination		P	rev	ious	Fis	cal Y	ear	Dat	a		2016	
Rendered by Issue	20	)11	20	)12	2	013	20	14	20	)15		31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	5		8		1		4		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	20	1	13	0	0	0	0	0	0	0	0
Awards	1	20	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	<u> </u>	1	<u> </u>	1		1		l	ı			I
Non-Sexual	1	20	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	2	40	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	20	1	13	0	0	0	0	0	0	0	0
Time and Attendance	1	20	0	0	0	0	0	0	0	0	0	0
Training	0	0	2	25	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		8		1		4		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	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

Time and Attendance	1	33	0	0	0	0	0	0	0	0	0	0
Training	0	0	2	25	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	2		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	1	50	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	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
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	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

Number complaints pending Investigation ROI issued, pending Complainant's action Hearing Final Agency Action Appeal with EEOC Offic Federal Operations  Complaint Investigation	e of		2	216 341 8 268 27 0	388 20 360 41 0	3	1627 460 1 439 76 0 Cor	mp	27 3 454 159 664 parati	5 5 1 1 ve			898 89 35 729 188 196	
Investigation  ROI issued, pending Complainant's action  Hearing  Final Agency Action  Appeal with EEOC Offic			2	341 8 268 27	388 20 360 41	3	460 1 439 76 0		27 3 454 159 664	5 1	21 2 537 86		89 35 729 188	
Investigation  ROI issued, pending Complainant's action  Hearing  Final Agency Action  Appeal with EEOC Offic			2	341 8 268 27	388 20 360 41	3	460 1 439 76		27 3 454 159	5	21 2 537 86		89 35 729 188	
Investigation  ROI issued, pending Complainant's action  Hearing	5		2	341 8 268	388	3	460 1 439		27 3 454	5	21 2 537		89 35 729	
Investigation  ROI issued, pending Complainant's action	g		3	341	388	3	460		27		21		89	
Investigation ROI issued, pending	g			341	388		460		27		21		89	
	5													
Number complaints pending	<b>5</b>			216	169	9	1627	7	579	5	563	8	898	
				216	169	9	1627	7	579	5	563	8	898	
Total Complainants			1	21.				$\top$						
Total complaints from previo Fiscal Years	us			0	0		0		629	6	535	1	011	
Treations risear rears by St	alu	 	2	011	201	2	2013	3 2	2014	20	015	-	31	
Pending Complaints Filed in Previous Fiscal Years by Status  Comparative Data  Previous Fiscal Year Data											ì	2016Thru03		
		<u> </u>		<u>                                       </u>			Co	mp	arati	ve :	 Data	<u> </u>		
Other - User Defined	0		0	0	0 (	)	0	0	0	0	0	0	0	
Training	0		0	0	0 (	+	0	0	0	0	0	0	0	
Employment  Time and Attendance	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$		0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	$\frac{0}{0}$		0	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0	0	
Terms/Conditions of						'   								
Termination	0	H	0	0	$\frac{0}{0}$	+	0	0	0	0	0	0	0	
Retirement	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	+	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	$\frac{0}{0}$	+	0	0	0	0	0	0	0	
Reinstatement			0	0	0 (	+	0	0	0	0	0	0	0	
Reasonable Accommodation Reinstatement	1	5												

Pending Complaints Where

Investigations Exceed Required Time Frames						
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