

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

## HQ (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	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	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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
Non-Sexual	325	294	253	329	384	173

Sexual	30	34	26	49	38	16
Medical Examination	4	2	0	2	4	5
Pay (Including Overtime)	14	29	20	30	25	8
Promotion/Non-Selection	464	130	91	140	134	74
<b>Reassignment</b>						
Denied	10	7	4	10	9	5
Directed	13	12	30	24	27	10
Reasonable Accommodation	48	36	31	44	57	28
Reinstatement	1	0	0	1	1	0
Retirement	7	5	2	2	4	0
Termination	80	85	53	62	51	29
Terms/Conditions of Employment	56	88	59	72	82	33
Time and Attendance	26	22	18	27	20	18
Training	18	24	11	25	22	10
Other	2	0	0	11	1	4
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Complaints pending during fiscal year						
Average number of days in investigation	263.57	297.39	300.48	232.26	201.88	223.91
Average number of days in final action	62.72	63.42	75.36	148.20	188.17	110.70
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	223.96
Average number of days in final action	39.74	35.45	40.84	94.08	68.01	43.68

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	223.85						
Average number of days in final action	83.62	85.06	97.42	235.45	253.60	160.63						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total Complaints Dismissed by Agency	4	65	5	114	169	65						
Average days pending prior to dismissal	417	119	441	66	64	70						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	75	76	68	63	91	26						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	5		8		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	100	8	100	6	100	1	100
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2016Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	0	0	0	629	635	1011						
Total Complainants	1216	1699	1627	579	563	898						
<b>Number complaints pending</b>												
Investigation	341	388	460	27	21	89						
ROI issued, pending Complainant's action	8	20	1	3	2	35						
Hearing	268	360	439	454	537	729						
Final Agency Action	27	41	76	159	86	188						
Appeal with EEOC Office of Federal Operations	0	0	0	664	188	196						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2016Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Pending Complaints Where	667	837	865	35	41	59						

Investigations Exceed Required Time Frames						
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