

Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2020, Quarter 3

Office of Diversity and Civil Rights 30 June 2020



Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

For 3rd Quarter 2020 for period ending June 30, 2020

			Co	mparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal \	Year Da	ata	2020Thru06-30
	2015	2016	2017	2018	2019	2020 1 Hru00-30
Number of Complaints Filed	179	216	219	192	135	140
Number of Complainants	174	201	202	184	133	134
Repeat Filers	4	11	10	7	0	6

Complaints by Dasis			Com	parati	ve Dat	a
Complaints by Basis	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru06- 30
Race	71	85	93	78	53	47
Color	17	32	47	31	21	20
Religion	10	12	15	13	4	5
Reprisal	91	132	124	121	66	76
Sex	63	90	83	74	53	56
PDA	7	3	0	6	2	1
National Origin	36	53	66	55	21	29
Equal Pay Act	2	0	4	2	1	0
Age	59	99	95	59	51	46
Disability	33	44	56	43	39	45
Genetics	0	0	1	1	0	0
Non-EEO	9	18	16	16	12	6

			Com	parati	ve Data	a
Complaints by Issue	Pre	evious]	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru06- 30
Appointment/Hire	6	8	19	11	17	11
Assignment of Duties	29	42	39	36	15	22
Awards	3	4	3	1	0	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action		-		-		
Demotion	0	0	0	0	1	2
Reprimand	4	9	13	14	4	5
Suspension	3	11	10	11	4	2
Removal	0	0	6	4	2	1
Duty Hours	2	5	3	7	2	0
Perf. Eval./ Appraisal	21	27	37	36	29	21
Examination/Test	2	2	0	1	1	1
Harassment						
Non-Sexual	82	92	103	82	61	60
Sexual	5	11	13	9	5	8
Medical Examination	1	2	3	2	7	5
Pay including overtime	19	13	18	7	3	9
Promotion/Non-Selection	45	95	77	51	30	22
Reassignment						
Denied	3	10	22	11	6	3
Directed	1	16	29	19	4	10
Reasonable Accommodation Disability	10	15	19	18	12	14
Reinstatement	0	0	0	1	1	1

Religious Accommodation	0	1	0	0	0	0
Retirement	3	3	0	1	2	2
Sex-Stereotyping	29	42	39	36	15	22
Telework	0	6	4	4	3	3
Termination	7	6	8	12	8	12
Terms/Conditions of Employment	15	42	49	61	15	15
Time and Attendance	14	22	36	19	5	13
Training	11	17	16	6	6	4

Other

			Comp	parative	Data	
Processing Time	I	Previous	Fiscal Y	ear Data	a	2020Thru06-
	2015	2016	2017	2018	2019	30
Complaints pending during f	iscal yea	r				
Average number of days in investigation	305.94	286.73	280.02	364.05	446.32	365.06
Average number of days in final action	139.36	142.26	184.45	117.70	206.53	164.68
Complaint pending during fi	scal year	where he	earing wa	as reques	ted	
Average number of days in investigation	317.18	292.69	258.76	370.95	458.62	355.93
Average number of days in final action	51.41	92.48	82.33	62.69	76.32	103.79
Complaint pending during fi	scal year	where he	earing wa	as not rec	quested	
Average number of days in investigation	291.69	280.55	330.67	349.88	440.60	373.83
Average number of days in final action	215.64	196.76	340.74	328.21	418.49	356.25

	Comparative Data											
Complaints Dismissed by Agency	Pre	vious l	Fiscal `	Year D	ata	2020Thru06-						
	2015	2016	2017	2018	2019	30						
Total Complaints Dismissed by Agency	7	12	19	19	12	16						
Average days pending prior to dismissal	291	403	206	306	306	393						
Complaints W	ithdra	wn by	Comp	lainan	ts							
Total Complaints Withdrawn by Complainants	18	17	20	15	16	19						

	Comparative Data													
Total Final Agency Actions		Pı	evi	ious	Fis	scal Y	'ea	r Da	ta		2020	Thru06-		
Finding Discrimination	20	015	20)16	2	017	20)18	20)19		30		
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	8		3		2		4		2		1			
Without Hearing	2	25	2	67	2	100	1	25	1	50	0	0		
With Hearing	6	75	1	33	0	0	3	75	1	50	1	100		

Findings of Discrimination					(Comp	ara	ative !	Da	ta			
Rendered by Basis		I	Pre	vious	Fis	scal Y	ea	r Data	a		2020	2020Thru06-	
Note: Complaints can be	2	015	2	016	2	017	2	018	2	019	30		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#				#	%	#	%	#	%	#	%	
Total Number Findings	7		2		2		3		1		1		
Race	0	0	0	0	0	0	1	33	1	100	0	0	
Color	0	0	0	0	0	0	1	33	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	3	43	1	50	0	0	3	100	0	0	0	0	
Sex	3	43	2	100	2	100	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	1	33	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	43	0	0	0	0	0	0	0	0	1	100
Disability	2	29	0	0	1	50	3	100	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	14	1	50	0	0	0	0	0	0	0	0
Findings After Hearing	6		1		0		3		1		1	
Race	0	0	0	0	0	0	1	33	1	100	0	0
Color	0	0	0	0	0	0	1	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	50	1	100	0	0	3	100	0	0	0	0
Sex	3	50	1	100	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	1	33	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	33	0	0	0	0	0	0	0	0	1	100
Disability	2	33	0	0	0	0	3	100	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	17	1	100	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		2		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	1	100	2	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	50	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>
					C	omp	par	ativ	e D	ata		
Findings of Discrimination		Pı	revi	ious l	Fisc	al Y	'ea	r Da	ta		2020	Thru06-
Rendered by Issue	2	015	2	016	20)17	20)18	2	019		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		2		2		3		1		1	
Appointment/Hire	0	0	1	50	0	0	0	0	0	0	0	0
Assignment of Duties	1	14	0	0	0	0	0	0	0	0	1	100
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	1	50	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
Duty Hours	0	0	1	50	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	33	0	0	1	100
Examination/Test	0	0	0	0	1	50	0	0	0	0	0	0
Harassment												
Non-Sexual	5	71	1	50	0	0	1	33	1	100	1	100
Sexual	1	14	1	50	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	1	14	1	50	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	33	0	0	0	0
Directed	1	14	0	0	0	0	1	33	0	0	1	100
Reasonable Accommodation Disability	1	14	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	1	14	0	0	0	0	0	0	0	0	1	100
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	3	43	1	50	1	50	0	0	0	0	1	100
Time and Attendance	1	14	1	50	0	0	0	0	0	0	0	0
Training	1	14	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	6		1		0		3		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	17	0	0	0	0	0	0	0	0	1	100
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	1	100	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

Duty Hours	0	0	1	100	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	33	0	0	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		-										
Non-Sexual	5	83	1	100	0	0	1	33	1	100	1	100
Sexual	1	17	1	100	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
Reassignment		-		-								
Denied	0	0	0	0	0	0	1	33	0	0	0	0
Directed	1	17	0	0	0	0	1	33	0	0	1	100
Reasonable Accommodation Disability	1	17	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	1	17	0	0	0	0	0	0	0	0	1	100
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	3	50	1	100	0	0	0	0	0	0	1	100
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
	1											
Findings Without Hearing	1		1		2		0		0		0	
Appointment/Hire	0	0	1	100	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
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	1	50	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	1	100	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	1	50	0	0	0	0	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	1	100	0	0	0	0	0	0	0	0	0	0

	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious]	2020Thru06-									
	2015	2016	2017	2018	2019	30						
Total complaints from previous Fiscal Years	244	248	326	381	367	362						
Total Complainants	230	231	285	326	325	327						
Number complaints pending				-	-							
Investigation	5	2	11	29	27	20						
ROI issued, pending Complainant's action	1	0	6	10	10	10						
Hearing	185	197	247	243	208	178						
Final Agency Action	40	36	48	79	109	145						
Appeal with EEOC Office of Federal Operations	67	83	94	104	141	156						
			Com	parati	ve Dat	a						
Complaint Investigations	Pre	evious]	2020Thru06-									
	2015	2016	2017	2018	2019	30						
Pending Complaints Where Investigations Exceed Required Time Frames	33	20	34	57	70	28						