No FEAR Act Data – FY 2016

Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107–174

The report addresses the following:

- <u>Complaint Activity</u>
- Complaints by Basis
- <u>Complaints by Issue</u>
- Processing Time
- <u>Complaints Dismissed by Agency and Withdrawn by Complainants</u>
- Total Final Actions Finding Discrimination
- Findings of Discrimination Rendered by Basis
- Findings of Discrimination Rendered by Issue
- Pending Complaints Filed in Previous Fiscal Years by Status
- <u>Complaint Investigations</u>

Complaint Activity

Complaint Activity	2012	2013	2014	2015	2016
Number of complaints filed	10	4	12	6	0
Number of complainants	10	4	11	6	0
Repeat filers	0	0	1	0	0

Complaints by Basis

Complaints by Basis	2012	2013	2014	2015	2016
Race	9	0	3	3	0
Color	1	0	1	2	0
Religion	0	0	0	1	0
Reprisal	3	2	6	6	0
Sex	6	2	5	3	0
National Origin	0	0	0	0	0
Equal Pay Act	3	0	0	1	0
Age	5	2	3	2	0
Disability	1	0	4	2	0
Genetic Information	0	0	0	0	0
Non-EEO	0	0	0	2	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Complaints by Issue

Complaints by Issue	2012	2013	2014	2015	2016	
Appointment/Hire	0	1	0	0	0	
Assignment of Duties	5	2	5	4	0	
Awards	0	0	1	0	0	
Conversion to Full-time	0	1	0	0	0	
Disciplinary Action: Demotion	0	0	0	0	0	
Disciplinary Action: Reprimand	0	1	0	0	0	
Disciplinary Action: Removal	0	0	0	0	0	
Disciplinary Action: Suspension	0	0	1	0	0	
Disciplinary Action: Other	0	0	0	0	0	
Duty Hours	0	1	0	0	0	
Evaluation/Appraisal	2	1	4	1	0	
Examination/Test	0	0	0	0	0	
Harassment: Non-Sexual	2	2	3	5	0	
Harassment: Sexual	3	1	0	0	0	
Medical Examination	0	0	0	0	0	
Pay (Including Overtime)	4	1	1	3	0	
Promotion/Non-Selection	8	1	5	1	0	
Reassignment: Denied	0	0	0	2	0	
Reassignment: Directed	0	0	0	0	0	
Reasonable Accommodation	0	0	0	1	0	
Reinstatement	0	0	0	0	0	

Complaints by Issue	2012	2013	2014	2015	2016
Retirement	1	0	0	0	0
Termination	2	1	0	0	0
Terms/Conditions of Employment	0	1	0	1	0
Time and Attendance	0	1	1	1	0
Training	1	2	0	0	0
Other	1	0	1	2	0

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

Processing Time

Complaints Pending During the Fiscal Year

Complaints Pending During the Fiscal Year	2012	2013	2014	2015	2016
Average number of days in investigation stage	206	284	237	238	276
Average number of days in final action stage	91	160	63	40	41

Complaints Pending During Fiscal Year Where Hearing Was Requested

Complaints Pending During Fiscal Year Where Hearing Was Requested	2012	2013	2014	2015	2016
Average number of days in investigation stage	221	369	344	314	313
Average number of days in final action stage	15	114	34	34	24

Complaints Pending During Fiscal Year Where Hearing Was Not Requested

Complaints Pending During Fiscal Year Where Hearing Was Not Requested	2012	2013	2014	2015	2016
Average number of days in investigation stage	203	265	184	178	192
Average number of days in final action stage	108	173	72	41	48

Complaints Dismissed by Agency and Withdrawn by Complainants

Complaints Dismissed by Agency

Complaints Dismissed by Agency	2012	2013	2014	2015	2016
Total complaints dismissed by Agency	1	0	0	0	0
Average days pending prior to dismissal	191	0	0	0	0

Complaints Withdrawn by Complainants

Complaints Withdrawn by Complainants	2012	2013	2014	2015	2016
Total complaints withdrawn by complainants	0	0	1	0	0

Total Final Actions Finding Discrimination

Total Final Actions Finding Discrimination	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis

Total Number Findings

Total Number Findings	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0

Findings After Hearing

Findings After Hearing	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
Findings After Hearing	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing

Findings Without Hearing	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

Findings of Discrimination Rendered by Issue

Total Number Findings

Total Number Findings	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Total	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Total	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0

Total Number Findings	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

Findings After Hearing

Findings After Hearing	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
Findings After Hearing	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Total	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Total	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing

Findings Without Hearing	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Total	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Total	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status	2012	2013	2014	2015	2016
Total Complaints from Previous Fiscal Years	4	9	9	7	13
Total Complainants	4	9	9	7	13

Number Complaints Pending

Number Complaints Pending	2012	2013	2014	2015	2016
Investigation	4	7	6	0	1
Hearing	0	0	3	4	6
Final Action	0	1	0	0	2
Appeal with EEOC Office of Federal Operations	0	1	0	3	4

Complaint Investigations

Complaint Investigations	2012	2013	2014	2015	2016
Pending complaints where investigations exceed required time frames	7	7	3	4	1