

No FEAR Act Data – Third Quarter FY 2017

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:

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Complaint Activity

Complaint Activity	2013	2014	2015	2016	2017 Q3
Number of complaints filed	4	12	6	0	1
Number of complainants	4	11	6	0	1
Repeat filers	0	1	0	0	0

Complaints by Basis

Complaints by Basis	2013	2014	2015	2016	2017 Q3
Race	0	3	3	0	1
Color	0	1	2	0	0
Religion	0	0	1	0	0
Reprisal	2	6	6	0	0
Sex	2	5	3	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	1	0	0
Age	2	3	2	0	1
Disability	0	4	2	0	1
Genetic Information	0	0	0	0	0
Non-EEO	0	0	2	0	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	2013	2014	2015	2016	2017 Q3
Appointment/Hire	1	0	0	0	0
Assignment of Duties	2	5	4	0	0
Awards	0	1	0	0	0
Conversion to Full-time	1	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0
Disciplinary Action: Reprimand	1	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0
Disciplinary Action: Suspension	0	1	0	0	0
Disciplinary Action: Other	0	0	0	0	0
Duty Hours	1	0	0	0	0
Evaluation/Appraisal	1	4	1	0	0
Examination/Test	0	0	0	0	0
Harassment: Non-Sexual	2	3	5	0	0
Harassment: Sexual	1	0	0	0	0
Medical Examination	0	0	0	0	0
Pay (Including Overtime)	1	1	3	0	0
Promotion/Non-Selection	1	5	1	0	1
Reassignment: Denied	0	0	2	0	0
Reassignment: Directed	0	0	0	0	0
Reasonable Accommodation	0	0	1	0	0
Reinstatement	0	0	0	0	0

Complaints by Issue	2013	2014	2015	2016	2017 Q3
Retirement	0	0	0	0	0
Termination	1	0	0	0	0
Terms/Conditions of Employment	1	0	1	0	0
Time and Attendance	1	1	1	0	0
Training	2	0	0	0	0
Other	0	1	2	0	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	2013	2014	2015	2016	2017 Q3
Average number of days in investigation stage	284	237	238	276	213
Average number of days in final action stage	160	63	40	41	32

Complaints Pending During Fiscal Year Where Hearing Was Requested

Complaints Pending During Fiscal Year Where Hearing Was Requested	2013	2014	2015	2016	2017 Q3
Average number of days in investigation stage	369	344	314	313	310
Average number of days in final action stage	114	34	34	24	14

Complaints Pending During Fiscal Year Where Hearing Was Not Requested

Complaints Pending During Fiscal Year Where Hearing Was Not Requested	2013	2014	2015	2016	2017 Q3
Average number of days in investigation stage	265	184	178	192	117
Average number of days in final action stage	173	72	41	48	49

Complaints Dismissed by Agency and Withdrawn by Complainants

Complaints Dismissed by Agency

Complaints Dismissed by Agency	2013	2014	2015	2016	2017 Q3
Total complaints dismissed by Agency	0	0	0	0	0
Average days pending prior to dismissal	0	0	0	0	0

Complaints Withdrawn by Complainants

Complaints Withdrawn by Complainants	2013	2014	2015	2016	2017 Q3
Total complaints withdrawn by complainants	0	1	0	0	0

Total Final Actions Finding Discrimination

Total Final Actions Finding Discrimination	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 Q3 #	2017 Q3 %
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	2013	2014	2015	2016	2017 Q3
Total Complaints from Previous Fiscal Years	9	9	7	13	3
Total Complainants	9	9	7	13	3

Number Complaints Pending

Number Complaints Pending	2013	2014	2015	2016	2017 Q3
Investigation	7	6	0	1	0
Hearing	0	3	4	6	1
Final Action	1	0	0	2	0
Appeal with EEOC Office of Federal Operations	1	0	3	4	2

Complaint Investigations

Complaint Investigations	2013	2014	2015	2016	2017 Q3
Pending complaints where investigations exceed required time frames	7	3	4	1	0