

# No FEAR Act Data – Third Quarter 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

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## Complaint Activity

<b>Complaint Activity</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016 Q3</b>
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

<b>Complaints by Basis</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016 Q3</b>
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

<b>Complaints by Issue</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016 Q3</b>
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

<b>Complaints by Issue</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016 Q3</b>
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

<b>Complaints Pending During the Fiscal Year</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016 Q3</b>
Average number of days in investigation stage	206	284	237	238	298
Average number of days in final action stage	91	160	63	40	34

### Complaints Pending During Fiscal Year Where Hearing Was Requested

<b>Complaints Pending During Fiscal Year Where Hearing Was Requested</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016 Q3</b>
Average number of days in investigation stage	221	369	344	314	321
Average number of days in final action stage	15	114	34	34	14

### Complaints Pending During Fiscal Year Where Hearing Was Not Requested

<b>Complaints Pending During Fiscal Year Where Hearing Was Not Requested</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016 Q3</b>
Average number of days in investigation stage	203	265	184	178	206
Average number of days in final action stage	108	173	72	41	41





<b>Findings After Hearing</b>	<b>2012 #</b>	<b>2012 %</b>	<b>2013 #</b>	<b>2013 %</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 Q3 #</b>	<b>2016 Q3 %</b>
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

<b>Findings Without Hearing</b>	<b>2012 #</b>	<b>2012 %</b>	<b>2013 #</b>	<b>2013 %</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 Q3 #</b>	<b>2016 Q3 %</b>
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.*











## Pending Complaints Filed in Previous Fiscal Years by Status

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016 Q3</b>
Total Complaints from Previous Fiscal Years	4	9	9	7	10
Total Complainants	4	9	9	7	10

## Number Complaints Pending

<b>Number Complaints Pending</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016 Q3</b>
Investigation	4	7	6	0	0
Hearing	0	0	3	4	7
Final Action	0	1	0	0	0
Appeal with EEOC Office of Federal Operations	0	1	0	3	3

## Complaint Investigations

<b>Complaint Investigations</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016 Q3</b>
Pending complaints where investigations exceed required time frames	7	7	3	4	0