

No FEAR Act Data – [FY 2018 Quarter 4]

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

Complaint Activity	2014	2015	2016	2017	2018 Q4
Number of complaints filed	12	6	0	1	2
Number of complainants	11	6	0	1	2
Repeat filers	1	0	0	0	0

Complaints by Basis

Complaints by Basis	2014	2015	2016	2017	2018 Q4
Race	3	3	0	1	1
Color	1	2	0	0	0
Religion	0	1	0	0	0
Reprisal	6	6	0	0	2
Sex	5	3	0	0	1
National Origin	0	0	0	0	0
Equal Pay Act	0	1	0	0	1
Age	3	2	0	1	1
Disability	4	2	0	1	1
Genetic information	0	0	0	0	0
Non-EEO	0	2	0	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	2014	2015	2016	2017	2018 Q4
Appointment/Hire	0	0	0	0	0
Assignment of Duties	5	4	0	0	0
Awards	1	0	0	0	0
Conversion to Full-time	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	1
Disciplinary Action: Reprimand	0	0	0	0	1
Disciplinary Action: Removal	0	0	0	0	0
Disciplinary Action: Suspension	1	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Evaluation/Appraisal	4	1	0	0	1
Examination/Test	0	0	0	0	0
Harassment: Non-Sexual	3	5	0	0	0
Harassment: Sexual	0	0	0	0	1
Medical Examination	0	0	0	0	0
Pay (including Overtime)	1	3	0	0	1
Promotion/Non-Selection	5	1	0	1	1
Reassignment: Denied	0	2	0	0	0
Reassignment: Directed	0	0	0	0	0
Reasonable Accommodation	0	1	0	0	0
Reinstatement	0	0	0	0	0

Complaints by Issue	2014	2015	2016	2017	2018 Q4
Retirement	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions of Employment	0	1	0	0	0
Time and Attendance	1	1	0	0	0
Training	0	0	0	0	0
Other	1	2	0	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	2014	2015	2016	2017	2018 Q4
Average number of days in investigation stage	237	238	276	285	111
Average number of days in final action stage	63	40	41	34	59

Complaints Pending During Fiscal Year Where Hearing Was Requested

Complaints Pending During Fiscal Year Where Hearing Was Requested	2014	2015	2016	2017	2018 Q4
Average number of days in investigation stage	344	314	313	321	185
Average number of days in final action stage	34	34	24	15	0

Complaints Pending During Fiscal Year Where Hearing Was Not Requested

Complaints Pending During Fiscal Year Where Hearing Was Not Requested	2014	2015	2016	2017	2018 Q4
Average number of days in investigation stage	184	178	192	189	81
Average number of days in final action stage	72	41	48	54	59

Complaints Dismissed by Agency and Withdrawn by Complainants

Complaints Dismissed by Agency

Complaints Dismissed by Agency	2014	2015	2016	2017	2018 Q4
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	2014	2015	2016	2017	2018 Q4
Total complaints withdrawn by complainants	1	0	0	0	0

Total Final Actions Finding Discrimination

Total Final Actions Finding Discrimination	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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

Findings After Hearing	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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 Without Hearing

Findings Without Hearing	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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

Total Number Findings	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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 After Hearing

Findings After Hearing	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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

Findings After Hearing	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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
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

Findings After Hearing	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
Other	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing

Findings Without Hearing	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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

Findings Without Hearing	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q4 #	2018 Q4 %
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

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status	2014	2015	2016	2017	2018 Q4
Total Complaints from Previous Fiscal Years	9	7	13	10	0
Total Complainants	9	7	13	9	0

Number Complaints Pending

Number Complaints Pending	2014	2015	2016	2017	2018 Q4
Investigation	6	0	1	1	3
Hearing	3	4	6	7	2
Final Action	0	0	2	0	0
Appeal with EEOC Office of Federal Operations	0	3	4	3	0

Complaint Investigations

Complaint Investigations	2014	2015	2016	2017	2018 Q4
Pending complaints where investigations exceed required time frames	3	4	1	0	1