

# No FEAR Act Data – [FY 2020 Quarter 2]

## **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	2015	2016	2017	2018	2019	2020 Q2
Number of complaints filed	6	0	1	6	5	3
Number of complainants	6	0	1	5	5	3
Repeat filers	0	0	0	1	0	0

## Complaints by Basis

Complaints by Basis	2015	2016	2017	2018	2019	2020 Q2
Race	3	0	1	4	3	2
Color	2	0	0	2	2	2
Religion	1	0	0	1	0	0
Reprisal	6	0	0	6	4	3
Sex	3	0	0	2	3	2
National Origin	0	0	0	0	1	0
Equal Pay Act	1	0	0	1	1	1
Age	2	0	1	2	2	0
Disability	2	0	1	2	3	0
Genetic information	0	0	0	0	0	0
Non-EEO	2	0	0	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

<b>Complaints by Issue</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020 Q2</b>
Appointment/Hire	0	0	0	0	0	1
Assignment of Duties	4	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	1	0	0
Disciplinary Action: Reprimand	0	0	0	1	1	1
Disciplinary Action: Removal	0	0	0	1	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	1	0	1
Duty Hours	0	0	0	0	1	0
Evaluation/Appraisal	1	0	0	2	2	2
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	5	0	0	2	2	2
Harassment: Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (including Overtime)	3	0	0	1	1	1
Promotion/Non-Selection	1	0	1	2	0	1
Reassignment: Denied	2	0	0	0	0	0
Reassignment: Directed	0	0	0	0	1	0
Reasonable Accommodation	1	0	0	0	2	0
Reinstatement	0	0	0	0	0	0

<b>Complaints by Issue</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020 Q2</b>
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	1	0	0	2	4	1
Time and Attendance	1	0	0	0	0	0
Training	0	0	0	0	1	0
Other	2	0	0	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

<b>Complaints Pending During the Fiscal Year</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020 Q2</b>
Average number of days in investigation stage	238	276	285	111	155	124
Average number of days in final action stage	40	41	34	59	32	0

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

<b>Complaints Pending During Fiscal Year Where Hearing Was Requested</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020 Q2</b>
Average number of days in investigation stage	314	313	321	185	199	207
Average number of days in final action stage	34	24	15	0	7	0

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

<b>Complaints Pending During Fiscal Year Where Hearing Was Not Requested</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020 Q2</b>
Average number of days in investigation stage	178	192	189	81	110	87
Average number of days in final action stage	41	48	54	59	57	0



















## Pending Complaints Filed in Previous Fiscal Years by Status

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020 Q2</b>
Total Complaints from Previous Fiscal Years	7	13	10	1	5	3
Total Complainants	7	13	9	1	4	3

## Number Complaints Pending

<b>Number Complaints Pending</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020 Q2</b>
Investigation	0	1	1	3	5	7
Hearing	4	6	7	2	1	2
Final Action	0	2	0	0	1	0
Appeal with EEOC Office of Federal Operations	3	4	3	0	0	0

## Complaint Investigations

<b>Complaint Investigations</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020 Q2</b>
Pending complaints where investigations exceed required time frames	4	1	0	1	1	0