

No FEAR Act FY19 Q3 Report

Comparative Data Previous Fiscal Year Data

Complaint Activity	2014	2015	2016	2017	2018	3rd Qtr 2019
Number of Complaints Filed	29	27	43	26	39	15
Number of Complainants	29	26	41	26	39	12
Repeat Filers	0	1	2	0	0	1

Comparative Data Previous Fiscal Year Data

Complaints by Basis	2014	2015	2016	2017	2018	3rd Qtr 2019
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	2	8	8	8	2
Color	2	0	1	1	4	0
Religion	0	1	3	5	1	0
Reprisal	21	20	30	11	24	11
Sex	14	7	20	9	20	7
Pregnancy Discrimination Act	0	0	1	4	0	0
National Origin	6	3	7	0	4	3
Equal Pay Act	0	0	1	0	0	0
Age	7	9	12	5	8	5
Disability	9	10	12	12	12	7
Genetic Information Non-Disclosure	0	0	0	1	0	0
Non-EEO	0	0	0	0	1	0

Comparative Data Previous Fiscal Year Data

Complaints by Issue	2014	2015	2016	2017	2018	3rd Qtr 2019
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	1	7	4	2	6	0
Assignment of Duties	9	10	11	7	9	4
Awards	0	1	5	1	2	1
Conversion to Full-time	0	0	0	1	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	2	3	7	1	2	4
Removal	1	1	0	0	0	2
Suspension	0	0	1	4	0	0
Letter of Warning	0	0	4	5	2	1
Other	0	2	0	0	0	0
Duty Hours	0	1	17	1	0	2
Evaluation Appraisal	9	10	26	9	11	15
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	17	3	28	12	21	9
Sexual	0	1	2	2	0	0
Medical Examination	1	3	4	2	0	4
Pay (Including Overtime)	5	0	6	4	0	1
Promotion/Non-Selection	4	3	37	5	12	8
Reassignment						
Denied	7	2	6	1	4	4
Directed	3	0	6	1	3	3
Reasonable Accommodation	5	7	12	4	4	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	2	2	1	0	1
Sex-StereoTyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	5	2	3	2	3	0
Terms/Conditions of Employment	11	19	20	10	20	11
Time and Attendance	3	1	12	1	3	4
Training	4	15	11	6	3	1
Other	1	10	0	0	0	0

Comparative Data Previous Fiscal Year Data

Processing Time	2014	2015	2016	2017	2018	3rd Qtr 2019
Complaints pending during fiscal year						
Average number of days in investigation stage	484.72	443	453	613	615	443
Average number of days in final action stage	61	34	72.5	63	58	58
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	558.57	476.55	319.33	643	609	418
Average number of days in final action stage	415	0	94	0	40	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	451.77	426.33	433.66	604	661	515
Average number of days in final action stage	61	59.5	59.6	63	61	57.4

Comparative Data Previous Fiscal Year Data

Complaints Dismissed by Agency	2014	2015	2016	2017	2018	3rd Qtr 2019
Total Complaints Dismissed by Agency	4	5	12	13	6	1
Average days pending prior to dismissal	24.5	40	61	100	159	45
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	2	2	3	2

Comparative Data Previous Fiscal Year Data

Pending Complaints Filed in Previous Fiscal Years by Status	2014	2015	2016	2017	2018	3rd Qtr 2019
Total complaints from previous Fiscal Years	50	31	50	70	46	54
Total Complainants	36	30	42	63	44	52
Number complaints pending						
Investigation	2	4	13	28	7	6
ROI Issued, Pending Complainants Action	5	0	0	1	1	2
Hearing	31	22	28	31	30	42
Final Action	10	1	2	4	1	1
Appeal with EEOC Office of Federal Operations	2	4	7	6	7	3

Comparative Data Previous Fiscal Year Data

Complaint Investigations	2014	2015	2016	2017	2018	3rd Qtr 2019
Pending Complaints Where Investigations Exceeds Required Time Frames	7	7	15	23	14	27

Comparative Data Previous Fiscal Year Data

Total Final Actions Finding Discrimination	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	1st Qtr 2019 #	1st Qtr 2019 %	2nd Qtr 2019 #	2nd Qtr 2019 %	3rd Qtr 2019 #	3rd Qtr 2019 %
Total Number Findings	0		0		0		1	100%	0	0%	0	0%	0	0%	0	0%
Without Hearing	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
With Hearing	0		0		0		1	100%	0	0%	0	0%	0	0%	0	0%

Comparative Data Previous Fiscal Year Data

Findings of Discrimination Rendered by Basis	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	1st Qtr 2019 #	1st Qtr 2019 %	2nd Qtr 2019 #	2nd Qtr 2019 %	3rd Qtr 2019 #	3rd Qtr 2019 %
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>																
Total Number Findings																
Race	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Color	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0		0		0		1	100%	0	0%	0	0%	0	0%	0	0%
Sex	0		0		0		1	100%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Age	0		0		0		1	100%	0	0%	0	0%	0	0%	0	0%
Disability	0		0		0		1	100%	0	0%	0	0%	0	0%	0	0%
Genetic Information	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Findings After Hearing																
Race	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Color	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0		0		0		1	100%	0	0%	0	0%	0	0%	0	0%
Sex	0		0		0		1	100%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Age	0		0		0		1	100%	0	0%	0	0%	0	0%	0	0%
Disability	0		0		0		1	100%	0	0%	0	0%	0	0%	0	0%
Genetic Information	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Findings Without Hearing																
Race	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Color	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Sex	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Age	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Genetic Information	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0		0		0		0	0%	0	0%	0	0%	0	0%	0	0%

Comparative Data Previous Fiscal Year Data

Findings of Discrimination Rendered by Issue	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	1st Qtr 2019 #	1st Qtr 2019 %	2nd Qtr 2019 #	2nd Qtr 2019 %	3rd Qtr 2019 #	3rd Qtr 2019 %
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