

## No FEAR Act FY20 Q1 Report

### Comparative Data Previous Fiscal Year Data

Complaint Activity	2015	2016	2017	2018	2019	1st Qtr FY20
Number of Complaints Filed	27	43	26	39	25	11
Number of Complainants	26	41	26	39	23	11
Repeat Filers	1	2	0	0	1	0

### Comparative Data Previous Fiscal Year Data

Complaints by Basis	2015	2016	2017	2018	2019	1st Qtr FY20
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	2	8	8	8	4	2
Color	0	1	1	4	0	0
Religion	1	3	5	1	0	1
Reprisal	20	30	11	24	16	9
Sex	7	20	9	20	9	6
Pregnancy Discrimination Act	0	1	4	0	0	0
National Origin	3	7	0	4	4	1
Equal Pay Act	0	1	0	0	0	0
Age	9	12	5	8	7	2
Disability	10	12	12	12	13	5
Genetic Information Non-Disclosure	0	0	1	0	0	1
Non-EEO	0	0	0	1	0	0

### Comparative Data Previous Fiscal Year Data

Complaints by Issue	2015	2016	2017	2018	2019	1st Qtr FY20
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Appointment/Hire	7	4	2	6	2	0
Assignment of Duties	10	11	7	9	9	3
Awards	1	5	1	2	3	0
Conversion to Full-time	0	0	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	3	7	1	2	5	0
Removal	1	0	0	0	4	1
Suspension	0	1	4	0	0	1
Letter of Warning	0	4	5	2	1	0
Other	2	0	0	0	0	1
Duty Hours	1	17	1	0	2	1
Evaluation Appraisal	10	26	9	11	17	6
Examination/Test	0	0	1	0	0	1
<b>Harassment</b>						
Non-Sexual	3	28	12	21	15	8
Sexual	1	2	2	0	0	3
Medical Examination	3	4	2	0	4	1
Pay (Including Overtime)	0	6	4	0	1	0
Promotion/Non-Selection	3	37	5	12	11	2
<b>Reassignment</b>						
Denied	2	6	1	4	5	4
Directed	0	6	1	3	4	2

Reasonable Accommodation	7	12	4	4	1	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	2	2	1	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	2	3	2	3	3	0
Terms/Conditions of Employment	19	20	10	20	13	4
Time and Attendance	1	12	1	3	4	0
Training	15	11	6	3	1	3
Other	10	0	0	0	0	1

**Comparative Data  
Previous Fiscal Year Data**

<b>Processing Time</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>1st Qtr FY20</b>
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation stage	443	453	613	615	436	440
Average number of days in final action stage	34	72.5	63	58	57	51
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	476.55	319.33	643	609	397	440
Average number of days in final action stage	0	94	0	40	0	0
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	426.33	433.66	604	661	508	0
Average number of days in final action stage	59.5	59.6	63	61	58.5	59

**Comparative Data  
Previous Fiscal Year Data**

<b>Complaints Dismissed by Agency</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>1st Qtr FY20</b>
Total Complaints Dismissed by Agency	5	12	13	6	3	1
Average days pending prior to dismissal	40	61	100	159	35	18
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	0	2	2	3	2	2

**Comparative Data  
Previous Fiscal Year Data**

<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>1st Qtr FY20</b>
Total complaints from previous Fiscal Years	31	50	70	46	48	65
Total Complainants	30	42	63	44	47	62
<b>Number complaints pending</b>						
Investigation	4	13	28	7	2	14
ROI Issued, Pending Complainants Action	0	0	1	1	1	1
Hearing	22	28	31	30	36	44
Final Action	1	2	4	1	6	4
Appeal with EEOC Office of Federal Operations	4	7	6	7	3	2

**Comparative Data  
Previous Fiscal Year Data**

<b>Complaint Investigations</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>1st Qtr FY20</b>
Pending Complaints Where Investigations Exceeds Required Time Frames	7	15	23	14	31	6

**Comparative Data  
Previous Fiscal Year Data**

<b>Total Final Actions Finding Discrimination</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 #</b>	<b>2018 %</b>	<b>2019 #</b>	<b>2019 %</b>
Total Number Findings		0		0		1		0		1	
Without Hearing	0%	0	0%	0	0%	0	0%	0	0%	0	0%
With Hearing	0%	0	0%	0	0%	1	100%	0	0%	1	100%

**Comparative Data  
Previous Fiscal Year Data**

<b>Findings of Discrimination Rendered by Basis</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 #</b>	<b>2018 %</b>	<b>2019 #</b>	<b>2019 %</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>										
<b>Total Number Findings</b>										
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	100%	0	0%	0	0%
Reprisal	0	0%	0	0%	1	100%	0	0%	1	100%
Sex	0	0%	0	0%	1	100%	0	0%	1	100%
Pregnancy Discrimination Act	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%	1	100%	0	0%	0	0%
Disability	0	0%	0	0%	1	100%	0	0%	1	100%
Genetic Information	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Findings After Hearing</b>										
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%	1	100%	0	0%	1	100%
Sex	0	0%	0	0%	1	100%	0	0%	1	100%
Pregnancy Discrimination Act	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%	1	100%	0	0%	0	0%
Disability	0	0%	0	0%	1	100%	0	0%	1	100%
Genetic Information	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Findings Without Hearing</b>										
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%
Pregnancy Discrimination Act	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%
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**Comparative Data  
Previous Fiscal Year Data**

<b>Findings of Discrimination Rendered by Issue</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 #</b>	<b>2018 %</b>	<b>2019 #</b>	<b>2019 %</b>
<b>Total Number Findings</b>										
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%
<b>Disciplinary Action</b>										
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Warning	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%
<b>Harassment</b>										
Non-Sexual	0	0%	0	0%	1	100%	0	0%	1	100%
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%
<b>Reassignment</b>										
Denied	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	1	100%	0	0%	0	0%
Reasonable Accommodation Disability	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	1	100%
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%
<b>Findings After Hearing</b>										
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%
<b>Disciplinary Action</b>										
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Warning	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%
<b>Harassment</b>										
Non-Sexual	0	0%	0	0%	1	100%	0	0%	1	100%
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%
<b>Reassignment</b>										
Denied	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	1	100%	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%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	1	100%
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%
<b>Findings Without Hearing</b>										
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%
<b>Disciplinary Action</b>										
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Warning	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%
<b>Harassment</b>										
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%
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%
<b>Reassignment</b>										
Denied	0	0%	0	0%	0	0%	0	0%	0	0%
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%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	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%