

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
Disciplinary Action						
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
Harassment						
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
Reassignment						
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**

Processing Time	2015	2016	2017	2018	2019	1st Qtr FY20
Complaints pending during fiscal year						
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
Complaint pending during fiscal year where hearing was requested						
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
Complaint pending during fiscal year where hearing was not requested						
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**

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Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	2	2	3	2	2

**Comparative Data
Previous Fiscal Year Data**

Pending Complaints Filed in Previous Fiscal Years by Status	2015	2016	2017	2018	2019	1st Qtr FY20
Total complaints from previous Fiscal Years	31	50	70	46	48	65
Total Complainants	30	42	63	44	47	62
Number complaints pending						
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**

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

**Comparative Data
Previous Fiscal Year Data**

Total Final Actions Finding Discrimination	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	2019 #	2019 %
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**

Findings of Discrimination Rendered by Basis	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	2019 #	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%
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%
Findings After Hearing										
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%
Findings Without Hearing										
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%
---------	---	----	---	----	---	----	---	----	---	----

Comparative Data
Previous Fiscal Year Data

Findings of Discrimination Rendered by Issue	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	2019 #	2019 %
Total Number Findings										
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										
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%
Harassment										
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%
Reassignment										
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%
Findings After Hearing										
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										
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%
Harassment										
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%
Reassignment										
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%
Findings Without Hearing										
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										
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%
Harassment										
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%
Reassignment										
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%