

No FEAR Act FY21 Q1 Report

Comparative Data	Previous Fiscal Year Data					1st Qtr FY21
	2016	2017	2018	2019	2020	
Complaint Activity						
Number of Complaints Filed	43	26	39	25	31	8
Number of Complainants	41	26	39	23	31	8
Repeat Filers	2	0	0	1	0	0

Comparative Data	Previous Fiscal Year Data					1st Qtr FY21
	2016	2017	2018	2019	2020	
Complaints by Basis						
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	8	8	4	8	3
Color	1	1	4	0	5	1
Religion	3	5	1	0	1	1
Reprisal	30	11	24	16	21	5
Sex	20	9	20	9	15	4
Pregnancy Discrimination Act	1	4	0	0	0	1
National Origin	7	0	4	4	2	1
Equal Pay Act	1	0	0	0	0	0
Age	12	5	8	7	6	3
Disability	12	12	12	13	8	1
Genetic Information Non-Disclosure	0	1	0	0	2	1
Non-EEO	0	0	1	0	1	0

Comparative Data	Previous Fiscal Year Data					1st Qtr FY21
	2016	2017	2018	2019	2020	
Complaints by Issue						
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	4	2	6	2	1	0
Assignment of Duties	11	7	9	9	13	2
Awards	5	1	2	3	0	0
Conversion to Full-time	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	7	1	2	5	2	0
Removal	0	0	0	4	5	1
Suspension	1	4	0	0	1	0
Letter of Warning	4	5	2	1	1	0
Other	0	0	0	0	0	0
Duty Hours	17	1	0	2	2	0
Evaluation Appraisal	26	9	11	17	17	1
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	28	12	21	15	18	3
Sexual	2	2	0	0	6	0
Medical Examination	4	2	0	4	2	0
Pay (Including Overtime)	6	4	0	1	1	0
Promotion/Non-Selection	37	5	12	11	5	3
Reassignment						
Denied	6	1	4	5	7	1
Directed	6	1	3	4	2	0
Reasonable Accommodation	12	4	4	1	5	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	2	1	0	1	0	0
Sex-StereoTyping	0	0	0	0	1	0
Telework	0	0	0	0	0	0
Termination	3	2	3	3	2	0
Terms/Conditions of Employment	20	10	20	13	5	0
Time and Attendance	12	1	3	4	0	0
Training	11	6	3	1	7	0
Other	0	0	0	0	13	0

Comparative Data	Previous Fiscal Year Data					1st Qtr FY21
	2016	2017	2018	2019	2020	
Processing Time						
Complaints pending during fiscal year						
Average number of days in investigation stage	453	613	615	436	390	402
Average number of days in final action stage	72.5	63	58	57	71	104
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	319.33	643	609	397	373	391
Average number of days in final action stage	94	0	40	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	433.66	604	661	508	312	510
Average number of days in final action stage	59.6	63	61	58.5	90	104

Comparative Data	Previous Fiscal Year Data					1st Qtr FY21
	2016	2017	2018	2019	2020	
Complaints Dismissed by Agency						
Total Complaints Dismissed by Agency	12	13	6	3	6	1
Average days pending prior to dismissal	61	100	159	35	66	107
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	2	3	2	5	1

Comparative Data	Previous Fiscal Year Data					1st Qtr FY21
	2016	2017	2018	2019	2020	
Pending Complaints Filed in Previous Fiscal Years by Status						
Total complaints from previous Fiscal Years	50	70	46	48	41	69
Total Complainants	42	63	44	47	40	69
Number complaints pending						
Investigation	13	28	7	2	4	25
ROI Issued, Pending Complainants Action	0	1	1	1	0	1
Hearing	28	31	30	36	34	33
Final Action	2	4	1	6	1	2
Appeal with EEOC Office of Federal Operations	7	6	7	3	2	8

Comparative Data	Previous Fiscal Year Data					1st Qtr FY21
	2016	2017	2018	2019	2020	
Complaint Investigations						
Pending Complaints Where Investigations Exceeds Required Time Frames	15	23	14	31	34	6

Comparative Data	Previous Fiscal Year Data									
	2016#	2016%	2017#	2017%	2018#	2018%	2019#	2019%	2020#	2020%
Total Final Actions Finding Discrimination										
Total Number Findings	0	0	0	0	1	0	0	0	1	1
Without Hearing	0	0	0	0	0	0	0	0	1	1
With Hearing	0	0	0	0	1	100%	0	100%	0	0

Comparative Data	Previous Fiscal Year Data									
	2016 #	2016%	2017 #	2017 %	2018 #	2018 %	2019 #	2019%	2020#	2020 %
Findings of Discrimination Rendered by Basis										
<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	0	0	0	0	0
Reprisal	0	0	0	1	100%	0%	0	0	0	0

