## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **DOC** Aggregate

For 2nd Quarter 2019 for period ending March 31, 2019

**Comparative Data** 

Complaint Activity	Pr	evious	Fiscal		2019Thru03-31								
	2014	2015	2016	201	7 201		0191 nru03-31						
Number of Complaints Filed	139	165	188	178	3 18	8	67						
Number of Complainants	135	155	178	174	18	1	66						
Repeat Filers	4	9	10	4	7		1						
Complaints by Pagis		Comparative Data											
Complaints by Basis		Pre	vious I	Fiscal `	Year I	<b>D</b> ata							
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru03- 31							
Race		46	53	80	60	74	28						
Color		7	18	24	28	38	14						
Religion		5	12	13	7	15	7						
Reprisal		69	101	106	100	123	48						
Sex		41	53	80	66	78	26						
PDA		1	1	1	3	1	0						
National Origin		16	21	33	20	27	13						
Equal Pay Act		2	1	1	1	0	0						

Age	49	62	74	66	71	22
Disability	50	62	64	71	79	38
Genetics	1	1	1	1	2	0
Non-EEO	5	6	6	5	5	1
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious I	Fiscal `	- Year L	) Oata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru03- 31
Appointment/Hire	7	17	10	10	17	7
Assignment of Duties	35	47	39	46	66	19
Awards	3	4	2	6	8	0
Conversion to Full Time/Perm Status	1	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	1	0	0	0
Reprimand	14	9	13	23	9	5
Suspension	6	11	5	14	12	3
Removal	1	1	3	0	0	0
Other	0	0	6	3	1	0
Duty Hours	2	1	1	1	0	2
Perf. Eval./ Appraisal	32	40	42	51	65	14
Examination/Test	0	0	0	1	0	0
Harassment		-				
Non-Sexual	65	92	101	98	111	32
Sexual	5	8	2	10	4	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	5	7	8	11	1	1
Promotion/Non-Selection	21	23	21	21	28	5
Reassignment						
Denied	2	2	3	7	8	0

Directed		5	3	5	2	6	1
Reasonable Accommodation I	Disability	7 24	28	27	30	37	16
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	0	0	2	0	0
Retirement		0	0	1	2	2	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	0	20	18	19	3
Termination		20	23	39	24	29	25
Terms/Conditions of Employn	nent	28	37	37	43	49	18
Time and Attendance		25	22	22	40	31	11
Training		9	11	16	15	16	7
Other							
User Defined - Other 1		0	0	1	0	2	1
User Defined - Other 2		0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Cor	npara	ıtive	Data	
<b>Processing Time</b>	P	revious	Fiscal	Year	Dat	a	2019Thru03-
	2014	2015	2016	5 20	17	2018	31
Complaints pending during fis	cal year						
Average number of days in investigation	190.36	179.06	183.4	4 179	9.64	183.43	210.15
Average number of days in final action	38.46	54.29	25.91	1 21	.78	16.48	23.25
Complaint pending during fisc	al year v	where he	aring v	vas re	quest	ted	
Average number of days in investigation	191.08	196.36	195.6	7 182	2.96	193.56	208.97
Average number of days in final action	20.80	16.61	12.06	5 13	.79	8.66	16.33
Complaint pending during fisc	al year v	where he	aring v	vas no	t req	uested	
Average number of days in investigation	189.55	163.53	172.5	7 175	5.31	173.32	216.80

Average number of days in final action	52.	78	84	4.23	3	36.	27	28.	.12	29	0.72	30.36		
							Co	mj	parat	tive	e Dat	a		
Complaints Dismissed by A	gen	<b>ey</b>		Pre	vio	us l	Fisca	ΙΥ	ear l	Dat	ta	2019Thru03-		
			20	)14	20	15	2010	6 2	2017	20	018	•	31	
Total Complaints Dismissed by Agency	y			1	]	l	0		0		1		0	
Average days pending prior to dismissal			1	15	19	97	0		0		13		0	
Complai	ints	Wi	thd	rav	vn b	у (	Comp	ola	inan	ts				
Total Complaints Withdrawn b Complainants	у			9	7	7	6		32		13		3	
		Comparative Data									ata			
Total Final Agency Actions			Pr	evi	ous	Fis	cal Y	'ea	r Da	ta		20197	Thru03-	
Finding Discrimination		2014		2015		2	016	2	017	20	018	31		
	#	<u> </u>	%	#	<b>%</b>	#	%	#	%	#	%	#	%	
Total Number Findings	2	2		1		3		3		2		0		
Without Hearing	C		0	0	0	3	100	2	67	2	100	0	0	
With Hearing	2	1	00	1	100	0	0	1	33	0	0	0	0	
Findings of Discrimination	1						Com	pa	rativ	e I	Data			
Rendered by Basis			P	rev	ious	s Fi	iscal	Ye	ar D	ata	1	2019	Thru03-	
Note: Complaints can be filed		20	14	20	)15	20	016	2	017	2	2018		31	
alleging multiple bases. The su of the bases may not equal total complaints and findings.		#	<b>%</b>	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings</b>		0		4		1		3		1		0		
Race		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	
Religion		0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal		0	0	3	75	1	100	1	33	0	0	0	0	
Sex		0	0	0	0	0	0	1	33	1	100	0	0	
PDA		0	0	0	0	0	0	0	0	0	0	0	0	

			_		_	ı	_					
National Origin	0	0	1	25	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	25	1	100	1	33	0	0	0	0
Disability	0	0	0	0	0	0	1	33	0	0	0	0
Genetics	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
Findings After Hearing	0		0		0		1		0		0	
Race	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
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	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
Equal Pay Act	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
Disability	0	0	0	0	0	0	1	100	0	0	0	0
Genetics	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
Findings Without Hearing	0		4		1		2		1		0	
Race	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
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	3	75	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	50	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	25	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	1	25	1	100	1	50	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	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
Findings of Discrimination				ious	2019Thru03-							
Rendered by Issue	20  #	)14 %	<b>2</b> 0	)15 %	20 #	016 %	20 #	)17 %	# #	018	#	31 %
Total Number Findings	0	70	4	70	1	70	3	70	1	70	0	70
Appointment/Hire	0	0	0	0	0	0	1	33	0	0	0	0
Assignment of Duties	0	0	1	25	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	25	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	25	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						-			-			
Non-Sexual	0	0	2	50	1	100	1	33	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	1	33	0	0	0	0
Reassignment			'				'					

									_			I
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	33	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	25	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	33	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		4		1		2		1		0	
Appointment/Hire	0	0	0	0	0	0	1	50	0	0	0	0
Assignment of Duties	0	0	1	25	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	25	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	25	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						-						
Non-Sexual	0	0	2	50	1	100	1	50	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	1	50	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	0	0	0	(	0 0		0	0	0	0	0
Terms/Conditions of Employment	0	0	1	25	0		0 0		0	0	0	0	0
Time and Attendance	0	0	0	0	0	(	0 0		0	0	0	0	0
Training	0		0	0	0 0		0 1		50	0	0	0	0
Other - User Define	Other - User Define												•
User Defined - Other 1	0	0	0	0	0	(	0 0		0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	(	0 0		0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	(	0 0		0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	(	0 0		0	0	0	0	0
							Coı	mj	para	tiv	e Dat	ta	
Provious Fiscal Veers by State			Previous Fiscal Year Data									2019Thru03-	
Frevious Fiscal Tears by Statt	<b>Previous Fiscal Years by Status</b>				2015		2016		2017		2018		31
Total complaints from previous Fig Years	sca	1	160		150		144		140		151	244	
Total Complainants			148		141		136		130		142	:	226
Number complaints pending													
Investigation			26		25		26		6 6		3	36	
ROI issued, pending Complainant's action			0		0		0		0		0	8	
Hearing			118	8	111		104	Ì	125		135	179	
Final Agency Action			14		10		10	Ì	5		11		16
Appeal with EEOC Office of Federal Operations			13		2		13		13		13		13
							Coı	mj	para	tiv	e Dat	ta	
<b>Complaint Investigations</b>		Ì	P	rev	ious	F	iscal	1 7	Zear	D	ata	2019	Thru03-
		Ì	201	4	2015		2016		2017		2018		31
Pending Complaints Where Investigations Exceed Required Time Frames		<b>&gt;</b>	7		8		8		4		2		8