

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

DOC Aggregate

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	139	165	188	178	188	67
Number of Complainants	135	155	178	174	181	66
Repeat Filers	4	9	10	4	7	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
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
Disciplinary Action						
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 Disability	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 Employment	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	190.36	179.06	183.44	179.64	183.43	210.15
Average number of days in final action	38.46	54.29	25.91	21.78	16.48	23.25
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	191.08	196.36	195.67	182.96	193.56	208.97
Average number of days in final action	20.80	16.61	12.06	13.79	8.66	16.33
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	189.55	163.53	172.57	175.31	173.32	216.80

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 Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru03-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		1		3		1		0	
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												

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												
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2019Thru03-31					
	Previous Fiscal Year Data											
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	160	150	144	140	151	244						
Total Complainants	148	141	136	130	142	226						
Number complaints pending												
Investigation	26	25	26	6	3	36						
ROI issued, pending Complainant's action	0	0	0	0	0	8						
Hearing	118	111	104	125	135	179						
Final Agency Action	14	10	10	5	11	16						
Appeal with EEOC Office of Federal Operations	13	2	13	13	13	13						
Complaint Investigations	Comparative Data						2019Thru03-31					
	Previous Fiscal Year Data											
	2014	2015	2016	2017	2018							
Pending Complaints Where Investigations Exceed Required Time Frames	7	8	8	4	2	8						