

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

Department of Commerce

For 3rd Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	139	165	188	178	188	125
Number of Complainants	135	155	178	174	181	120
Repeat Filers	4	9	10	4	7	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	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>	2014	2015	2016	2017	2018	2019Thru06-30
Race	46	53	80	60	74	48
Color	7	18	24	28	38	24
Religion	5	12	13	7	15	9
Reprisal	69	101	106	100	123	92
Sex	41	53	80	66	78	48
PDA	1	1	1	3	1	0

National Origin	16	21	33	20	27	23
Equal Pay Act	2	1	1	1	0	0
Age	49	62	74	66	71	45
Disability	50	62	64	71	79	59
Genetics	1	1	1	1	2	0
Non-EEO	5	6	6	5	5	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
<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	8
Assignment of Duties	35	47	39	46	66	35
Awards	3	4	2	6	8	1
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	0	0	1
Reprimand	14	9	13	23	9	10
Suspension	6	11	5	14	12	5
Removal	1	1	3	0	0	0
Other	0	0	6	3	1	0
Duty Hours	2	1	1	1	0	1
Perf. Eval./ Appraisal	32	40	42	51	65	32
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	65	92	101	98	111	64

Sexual	5	8	2	10	4	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	5	7	8	11	1	6
Promotion/Non-Selection	21	23	21	21	28	12
Reassignment						
Denied	2	2	3	7	8	1
Directed	5	3	5	2	6	2
Reasonable Accommodation Disability	24	28	27	30	37	23
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	2	0	0
Retirement	0	0	1	2	2	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	20	18	19	4
Termination	20	23	39	24	29	43
Terms/Conditions of Employment	28	37	37	43	49	35
Time and Attendance	25	22	22	40	31	22
Training	9	11	16	15	16	12
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					2019Thru06-30
	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	222.17
Average number of days in final action	38.46	54.29	25.91	21.78	16.48	25.85
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	227.72
Average number of days in final action	20.80	16.61	12.06	13.79	8.66	12.50
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	217.42
Average number of days in final action	52.78	84.23	36.27	28.12	29.72	36.52
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	1	1	0	0	1	0
Average days pending prior to dismissal	15	197	0	0	13	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	9	7	6	32	13	8

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										2019Thru06-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		1		3		1		1	
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	1	100
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

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	1	100
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	1	100
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	1	100
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											
	Previous Fiscal Year Data					2019Thru06-30						
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	160	150	144	140	151	187						
Total Complainants	148	141	136	130	142	177						
Number complaints pending												
Investigation	26	25	26	6	3	6						
ROI issued, pending Complainant's action	0	0	0	0	0	2						
Hearing	118	111	104	125	135	160						
Final Agency Action	14	10	10	5	11	17						
Appeal with EEOC Office of Federal Operations	13	2	13	13	13	13						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2019Thru06-30						
	2014	2015	2016	2017	2018							
Pending Complaints Where Investigations Exceed Required Time Frames	7	8	8	4	2	5						