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

Department of Commerce

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

		Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2019Thru06-30							
	2014	2015	2016	2017	2018	2019111ru00-30							
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 Pagis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious I	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	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
			Com	parativ	ve Data	1
Complaints by Issue	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru06- 30
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

			(Comp	ara	ative I	Data	
Processing Time		Previo	us Fisc	cal Y	ear	· Data		2019Thru06-
	2014	2015	20	16	2	017	2018	30
Complaints pending during	g fiscal ye	ear						
Average number of days in investigation	190.36	179.0	6 183	3.44	17	79.64	183.43	222.17
Average number of days in final action	38.46	54.29	25	.91	2	1.78	16.48	25.85
Complaint pending during	fiscal ye	ar whe	e hear	ing w	as	reques	sted	
Average number of days in investigation	191.08	196.3	6 195	5.67	18	32.96	193.56	227.72
Average number of days in final action	20.80	16.61	12	.06	1:	3.79	8.66	12.50
Complaint pending during	fiscal ye	ar whe	e hear	ing w	as	not re	quested	
Average number of days in investigation	189.55	163.5	3 172	2.57	17	75.31	173.32	217.42
Average number of days in final action	52.78	84.23	36	.27	2	8.12	29.72	36.52
				C	om	parat	ive Data	L
Complaints Dismissed Agency	l by	Pre	evious	Fisca	al Y	Year D	ata	2019Thru06-
G V		2014	2015	201	6	2017	2018	30
Total Complaints Dismisse Agency	ed by	1	1	0		0	1	0
Average days pending price dismissal	or to	15	197	0		0	13	0
Com	plaints V	Withdr	awn b	y Co	mp	olainai	nts	
Total Complaints Withdra Complainants	wn by	9	7	6		32	13	8

						Comp	ara	tive]	Dat	a		
Total Final Agency]	Pre	vious	Fi	scal Y	ear	Data	ì		2019	Thru06-
Actions Finding Discrimination	20	14	2	015		2016	2	017	2	018		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		3		3		2		1	
Without Hearing	0	0	0	0	3	100	2	67	2	100	1	100
With Hearing	2	100	1	100	0	0	1	33	0	0	0	0
Findings of						Com	par	ative	Da	ta		
Discrimination Rendered by Basis			Pre	eviou	ıs F	iscal Y	Yea	r Dat	a		2019	Thru06-
Note: Complaints can be	2	014	20	015	2	016	2	017	2	018	2017	30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		1		3		1		1	
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	1	100
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
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	1	100
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		1	
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	1	100
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	1	100
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
						Com	par	ative	Da	ta		
Findings of			Pre	eviou	ıs F	iscal '	Yea	r Dat	a		2019	Thru06-
Discrimination Rendered by Issue	20)14	20)15	2	016	2	017	2	018		30
	#	%	#	%	#	%	#	%	#	%	#	%
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

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	33	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	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	0	0	0	0	0	0	0	0	0	0	0	0
			1									
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
	1											
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		1	
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	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	1		4			1		1				1

User Defined - Other 1	0	0	0	0	0	C) ()	0	0	0	0	0		
User Defined - Other 2	0	0	0	0	0	C) ()	0	0	0	0	0		
User Defined - Other 3	0	0	0	0	0	C) ()	0	0	0	0	0		
User Defined - Other 4	0	0	0	0	0	C) ()	0	0	0	0	0		
				Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data								2019Thru06-				
			20	14	201	5	201	6	2017	7	2018	30			
Total complaints from previous Fiscal Years			10	60	150)	144	4	140		151	187			
Total Complainants			14	48	141	1	130	5	130		142	177			
Number complaints pendi	ing								-						
Investigation			2	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			
				Comparative Data											
Complaint Investigations				Previous Fiscal Year Data								2019Thru06-			
			20	14	201	5	201	6	201	7	2018	30			
Pending Complaints Where Investigations Exceed Required Time Frames			,	7	8		8		4		2	5			