

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

## National Institute of Standards and Technology

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	8	14	12	22	14	5
Number of Complainants	8	14	12	21	14	5
Repeat Filers	0	0	0	1	0	0
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>						
Race	4	3	3	7	6	4
Color	2	0	1	4	6	1
Religion	0	0	0	0	1	1
Reprisal	5	5	8	9	8	3
Sex	3	7	5	7	6	3

PDA	0	0	0	0	0	0
National Origin	3	4	2	3	3	3
Equal Pay Act	0	0	0	0	0	0
Age	7	6	5	10	2	1
Disability	1	4	5	7	2	3
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	1	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Appointment/Hire	0	2	3	1	1	0
Assignment of Duties	4	3	1	7	3	1
Awards	0	1	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	1
Reprimand	0	1	1	4	0	0
Suspension	0	1	1	2	1	0
Removal	0	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	2	2	2	4	4	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						

Non-Sexual	5	7	7	10	7	1
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	2	0	0
Promotion/Non-Selection	3	2	0	3	2	0
<b>Reassignment</b>						
Denied	0	0	0	0	1	0
Directed	1	1	0	0	2	0
Reasonable Accommodation Disability	0	0	2	3	1	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	1	0
Termination	1	1	2	2	1	1
Terms/Conditions of Employment	2	2	2	6	6	0
Time and Attendance	0	2	1	5	1	0
Training	1	1	0	0	0	1
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	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	208.00	198.50	185.23	191.07	178.07	220.88
Average number of days in final action	56.50	31.57	20.21	8.38	16.08	16.29
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	216.75	209.40	212.80	189.22	184.00	219.60
Average number of days in final action	0	30.67	10.83	4.33	10.50	10.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	190.50	190.71	168.00	193.83	175.71	275.00
Average number of days in final action	56.50	32.25	27.25	20.50	21.17	20.50
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	0	0	0	0	0	0
Average days pending prior to dismissal	0	0	0	0	0	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	0	0	0	0	2	0





Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru06-30</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		0		0		0		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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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











<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru06-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Total complaints from previous Fiscal Years	15	12	9	10	10	7
Total Complainants	12	11	9	10	10	7
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	14	11	9	10	9	7
Final Agency Action	0	0	0	0	1	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru06-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	1