

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

NOAA

**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	40	39	50	53	66	35
Number of Complainants	39	39	48	53	64	34
Repeat Filers	1	0	2	0	2	1

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	10	15	21	15	27	12
Color	3	4	3	8	12	7
Religion	2	4	2	1	2	1
Reprisal	20	21	24	31	40	30
Sex	13	13	17	20	28	13

PDA	0	0	0	1	1	0
National Origin	4	4	6	6	8	7
Equal Pay Act	2	1	1	1	0	0
Age	16	12	20	19	33	15
Disability	14	17	17	14	26	13
Genetics	1	1	0	0	1	0
Non-EEO	1	2	0	1	2	0
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	3	2	4	3	4	1
Assignment of Duties	13	11	13	17	23	12
Awards	3	0	1	3	6	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	2	0	5	6	5	6
Suspension	1	0	2	6	2	3
Removal	1	0	1	0	0	0
Other	0	0	2	1	1	0
Duty Hours	1	1	1	0	0	0
Perf. Eval./ Appraisal	14	10	15	23	22	12
Examination/Test	0	0	0	0	0	0
Harassment						

Non-Sexual	26	23	24	37	35	23
Sexual	1	2	0	2	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	0	5	1	0
Promotion/Non-Selection	4	6	7	7	14	4
Reassignment						
Denied	0	2	1	2	5	0
Directed	2	1	1	2	1	1
Reasonable Accommodation Disability	9	8	8	4	11	9
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	9	7	8	2
Termination	3	2	8	3	10	4
Terms/Conditions of Employment	11	12	9	9	15	10
Time and Attendance	11	8	9	14	12	7
Training	4	5	5	7	10	3
Other						
User Defined - Other 1	0	0	0	0	1	0
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	185.41	204.36	186.37	181.30	202.41	220.23
Average number of days in final action	43.29	102.53	25.77	29.62	22.83	29.56
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	195.06	239.64	195.93	188.32	221.05	231.64
Average number of days in final action	22.88	13.83	8.50	18.86	11.33	11.20
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	176.83	178.37	183.82	175.50	191.35	207.83
Average number of days in final action	55.85	143.46	35.38	35.00	42.57	41.80
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
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	1	0	5	3	3

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		2		0		3		1		1	
Appointment/Hire	0	0	0	0	0	0	1	33	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	1	50	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	1	50	0	0	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	0	0	1	33	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		2		0		2		1		1	
Appointment/Hire	0	0	0	0	0	0	1	50	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	1	50	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												

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	38	33	30	37	38	56
Total Complainants	35	31	29	37	38	56
Number complaints pending						
Investigation	0	0	1	3	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	35	30	25	32	33	46
Final Agency Action	4	4	4	1	5	7
Appeal with EEOC Office of Federal Operations	3	0	3	3	3	3
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	1	3	0	0