

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

**National Institute of Standards and
Technology**

**For 4th Quarter 2019 for period ending
September 30, 2019**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	8	14	12	22	14	12
Number of Complainants	8	14	12	21	14	12
Repeat Filers	0	0	0	1	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	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	5
Color	2	0	1	4	6	1
Religion	0	0	0	0	1	1

Reprisal	5	5	8	9	8	8
Sex	3	7	5	7	6	6
PDA	0	0	0	0	0	0
National Origin	3	4	2	3	3	4
Equal Pay Act	0	0	0	0	0	0
Age	7	6	5	10	2	3
Disability	1	4	5	7	2	5
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	1	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<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	0	2	3	1	1	0
Assignment of Duties	4	3	1	7	3	2
Awards	0	1	0	1	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	0	1	1	4	0	2
Suspension	0	1	1	2	1	1
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	2

Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	7	7	10	7	4
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	1
Reassignment						
Denied	0	0	0	0	1	0
Directed	1	1	0	0	2	1
Reasonable Accommodation Disability	0	0	2	3	1	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	1
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	2
Time and Attendance	0	2	1	5	1	0
Training	1	1	0	0	0	2
Other						
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					2019Thru09-30
	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	219.50
Average number of days in final action	56.50	31.57	20.21	8.38	16.08	18.75
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	274.67
Average number of days in final action	56.50	32.25	27.25	20.50	21.17	23.60
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	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	0	0	0	0	2	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										2019Thru09- 30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	15	12	9	10	10	5
Total Complainants	12	11	9	10	10	5
Number complaints pending						
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	3
Final Agency Action	0	0	0	0	1	2
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0