

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

## Department of Commerce (excluding US PTO)

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	139	167	188	178	188	199
Number of Complainants	134	154	177	174	181	189
Repeat Filers	5	11	11	4	7	10
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>	2014	2015	2016	2017	2018	30
Race	46	53	80	60	74	72
Color	7	18	24	28	38	40
Religion	5	13	13	7	15	23
Reprisal	69	102	106	101	123	131
Sex	41	53	80	66	78	85

PDA	1	1	1	3	1	0
National Origin	16	22	33	20	27	35
Equal Pay Act	2	1	1	1	0	0
Age	49	63	74	67	71	81
Disability	50	65	64	72	79	92
Genetics	1	1	1	1	2	0
Non-EEO	5	6	6	5	5	3
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</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	7	17	10	10	17	11
Assignment of Duties	35	47	39	46	66	54
Awards	3	4	2	6	8	2
Conversion to Full Time/Perm Status	1	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	1	0	0	2
Reprimand	14	8	13	23	9	15
Suspension	6	11	5	14	12	8
Removal	1	1	3	0	0	0
Other	3	7	6	3	1	0
Duty Hours	2	1	1	1	0	1
Perf. Eval./ Appraisal	32	40	44	51	65	40
Examination/Test	0	0	0	1	0	0
<b>Harassment</b>						

Non-Sexual	65	92	101	98	111	108
Sexual	5	7	2	10	4	8
Medical Examination	0	0	0	0	0	0
Pay including overtime	5	7	8	11	1	10
Promotion/Non-Selection	21	23	21	21	28	23
<b>Reassignment</b>						
Denied	2	2	3	7	8	1
Directed	5	3	5	2	6	4
Reasonable Accommodation Disability	24	28	27	30	37	33
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	2	0	0
Retirement	0	0	1	2	2	4
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	21	18	19	8
Termination	20	25	39	24	29	69
Terms/Conditions of Employment	28	37	37	43	49	60
Time and Attendance	25	22	22	40	31	29
Training	9	10	16	15	16	15
<b>Other</b>						
User Defined - Other 1	4	2	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					2019Thru09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	188.81	176.94	182.35	179.64	183.43	213.86
Average number of days in final action	36.95	52.27	23.81	22.01	16.48	26.42
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	191.08	196.36	193.49	182.84	193.56	224.13
Average number of days in final action	19.80	15.61	12.53	14.00	8.66	13.28
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	189.55	163.47	172.19	175.47	173.32	206.26
Average number of days in final action	51.78	84.23	32.26	28.49	29.72	39.10
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	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
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	9	7	6	33	13	12





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>2019Thru09-30</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		4		0		3		1		2	
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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
Non-Sexual	0	0	2	50	0	0	1	33	1	100	1	50
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	1	50





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
<b>Findings Without Hearing</b>	0		4		0		2		1		2	
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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Total complaints from previous Fiscal Years	154	143	143	140	147	144
Total Complainants	142	134	135	130	138	136
<b>Number complaints pending</b>						
Investigation	25	24	24	0	1	2
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	109	102	104	127	132	124
Final Agency Action	18	13	13	9	11	15
Appeal with EEOC Office of Federal Operations	13	13	13	13	13	13
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	7	7	7	0	2	2