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

DOC Aggregate (Excluding PTO)

For 1st Quarter 2020 for period ending December 31, 2019

	Comparative Data												
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2020Thru12-31							
	2015	2016	2017	2018	2019	2020111ru12-31							
Number of Complaints Filed	165	188	178	188	196	88							
Number of Complainants	155	178	174	181	186	87							
Repeat Filers	9	10	4	7	10	1							

Complaints by Posis			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.	2015	2016	2017	2018	2019	2020Thru12- 31
Race	53	80	60	74	72	30
Color	18	24	28	38	40	9
Religion	12	13	7	15	23	9
Reprisal	101	106	100	123	134	40
Sex	53	80	66	78	86	27
PDA	1	1	3	1	0	0

National Origin	21	33	20	27	35	7
Equal Pay Act	1	1	1	0	0	0
Age	62	74	66	71	80	32
Disability	62	64	71	79	93	31
Genetics	1	1	1	2	0	0
Non-EEO	6	6	5	5	3	4
			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Appointment/Hire	17	10	10	17	11	2
Assignment of Duties	47	39	46	66	57	12
Awards	4	2	6	8	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	0	0	2	4
Reprimand	9	13	23	9	16	1
Suspension	11	5	14	12	8	1
Removal	1	3	0	0	0	0
Other	0	6	3	1	0	0
Duty Hours	1	1	1	0	1	0
Perf. Eval./ Appraisal	40	42	51	65	42	4
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	92	101	98	111	109	34

Sexual	8	2	10	4	8	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	7	8	11	1	10	5
Promotion/Non-Selection	23	21	21	28	23	5
Reassignment						
Denied	2	3	7	8	1	0
Directed	3	5	2	6	4	1
Reasonable Accommodation Disability	28	27	30	37	35	10
Reinstatement	0	0	0	0	0	1
Religious Accommodation	0	0	2	0	0	0
Retirement	0	1	2	2	4	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	20	18	19	9	3
Termination	23	39	24	29	72	38
Terms/Conditions of Employment	37	37	43	49	59	11
Time and Attendance	22	22	40	31	30	9
Training	11	16	15	16	16	3
Other						
User Defined - Other 1	0	1	0	2	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

				(omp	ar	ative l	Data	
Processing Time		Previo	ous l	Fisc	al Y	ea	r Data	l	2020Thru12-
	2015	2010	6	20	17	2	2018	2019	31
Complaints pending during	g fiscal y	ear							
Average number of days in investigation	179.06	183.4	14	179	0.64	1	83.43	213.86	201.52
Average number of days in final action	54.29	25.9	1	21	.78	1	6.48	26.42	20.52
Complaint pending during	fiscal ye	ar whe	ere h	ear	ing w	as	reque	sted	1
Average number of days in investigation	196.36	195.6	57	182	2.96	1	93.56	224.13	214.00
Average number of days in final action	16.61	12.0	6	13	.79		8.66	13.28	7.50
Complaint pending during	fiscal ye	ar whe	ere h	ear	ing w	as	not re	quested	
Average number of days in investigation	163.53	172.5	57	175	5.31	1	73.32	206.26	194.71
Average number of days in final action	84.23	36.2	7	28	.12	2	29.72	39.10	35.70
					C	on	ıparati	ive Data	
Complaints Dismissed Agency	l by	Pr	evio	us	Fisca	al Y	Year D	ata	2020Thru12-
		2015	201	16	201	7	2018	2019	31
Total Complaints Dismisse Agency	ed by	1	0)	0		1	13	1
Average days pending prid dismissal	or to	197	0)	0		13	97.77	60
Con	plaints	Withd	raw	n b	y Co	m	plaina	nts	
Total Complaints Withdra Complainants	wn by	7	6	5	32		13	12	8

					(Comp	oara	tive I)ata	ı		
Total Final Agency]	Prev	vious	Fisc	cal Y	ear	Data			20207	Γhru12-
Actions Finding Discrimination	20	15	20	016	20	17	20	18	20	19		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		3		3		2		2		0	
Without Hearing	0	0	3	100	2	67	2	100	2	100	0	0
With Hearing	1	100	0	0	1	33	0	0	0	0	0	0
Findings of						Com	para	ative	Dat	a		
Discrimination Rendered by Basis	Previous Fiscal Year Data							2020	Fhru12-			
Note: Complaints can be	2	015	2	016	2	017	2	2018	2	019		31
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		3		1		2		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	3	75	1	100	1	33	0	0	1	50	0	0
Sex	0	0	0	0	1	33	1	100	1	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	25	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	1	25	1	100	1	33	0	0	0	0	0	0
Disability	0	0	0	0	1	33	0	0	1	50	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 After Hearing	0		0		1		0		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	1	100	0	0	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	1	100	0	0	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	4		1		2		1		2		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	3	75	1	100	0	0	0	0	1	50	0	0
Sex	0	0	0	0	1	50	1	100	1	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	25	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	1	25	1	100	1	50	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50	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
					(Comp	ara	tive I	Data	a		
Findings of			Pre	evious	Fis	scal Y	ear	Data			20207	Thru12-
Discrimination Rendered by Issue	20	2015		2016		017	2	018	2019			31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		3		1		2		0	
Appointment/Hire	0	0	0	0	1	33	0	0	0	0	0	0
Assignment of Duties	1	25	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	1	25	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	1	25	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	2	50	1	100	1	33	1	100	1	50	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	1	100	1	33	0	0	1	50	0	0

Reassignment												ı
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	1	33	0	0	1	50	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
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	50	0	0
Terms/Conditions of Employment	1	25	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	1	33	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	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		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
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	1	100	0	0	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

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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	1	25	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	2	50	1	100	1	50	1	100	1	50	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	1	100	1	50	0	0	1	50	0	0
Reassignment	-	ı										
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	1	50	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
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	50	0	0
Terms/Conditions of Employment	1	25	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	1	50	0	0	0	0	0	0

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
						C	om	parati	ve]	Data	1	
Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data								2020Thru12-	
			20	15	2016	2017		2018	2019		31	
Total complaints from previous Fiscal Years			15	50	144	14	0	151	1	43	270	
Total Complainants			14	11	136	13	0	142	135		254	
Number complaints pend	ing		1			1					ı	
Investigation			2	5	26	6		3	2		86	
ROI issued, pending Complainant's action			()	0	0		0	0		2	
Hearing			11	11	104	125		135		23	151	
Final Agency Action			1	0	10	5		11	11 15		20	
Appeal with EEOC Office of Federal Operations			2	2	13	13		13	13		13	
						C	om	parati	ve]	Data	<u> </u>	
Complaint Investigations			Previous Fiscal Year Data 2020Thru12-									
			20	15	2016	16 201		2018	2019		31	
Pending Complaints Where Investigations Exceed Required Time Frames			8	3	8	4		2	2		1	