

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Census Bureau (Permanent)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	72	89	74	65	64	54
Number of Complainants	65	83	73	61	61	54
Repeat Filers	6	6	1	4	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	22	39	27	24	24	18
Color	8	15	10	11	17	14
Religion	8	9	5	8	10	7
Reprisal	47	49	39	43	40	29
Sex	17	37	22	23	25	17
PDA	0	0	1	0	0	0
National Origin	10	18	9	9	8	7
Equal Pay Act	0	0	0	0	0	0

Age	26	35	26	19	25	16
Disability	26	32	39	39	31	24
Genetics	0	0	0	0	0	0
Non-EEO	3	4	3	2	1	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	7	2	4	8	4	3
Assignment of Duties	24	15	14	20	20	23
Awards	1	0	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	4
Reprimand	5	5	9	2	2	3
Suspension	9	1	4	5	0	0
Removal	0	1	0	0	0	0
Other	0	1	2	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	19	17	17	17	13	8
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	40	47	35	41	28	34
Sexual	3	1	5	1	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	6	6	4	0	2	5
Promotion/Non-Selection	6	7	7	7	6	5
Reassignment						
Denied	0	1	2	1	1	0

Directed	1	3	0	2	0	1
Reasonable Accommodation Disability	13	11	18	16	9	8
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	2	0	0	1
Retirement	0	0	0	0	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	4	5	3	0	4
Termination	12	21	16	12	29	18
Terms/Conditions of Employment	15	17	16	13	16	13
Time and Attendance	7	7	14	13	7	11
Training	2	6	5	3	3	5
Other						
User Defined - Other 1	0	0	0	1	0	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					2020Thru09-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	162.39	180.97	170.11	171.25	211.90	205.20
Average number of days in final action	39.87	26.72	17.76	12.00	22.11	18.95
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	181.68	198.15	168.96	182.91	218.76	212.96
Average number of days in final action	21.53	18.00	5.33	6.67	11.62	7.81
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	143.09	163.00	170.47	151.82	205.25	197.32

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru09-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
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
Reassignment												

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	0	0	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
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	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		0		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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020Thru09-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	46	44	60	71	66	70						
Total Complainants	41	39	52	67	61	64						
Number complaints pending												
Investigation	0	0	0	1	2	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	44	42	58	69	62	66						
Final Agency Action	2	1	1	1	3	1						
Appeal with EEOC Office of Federal Operations	0	1	1	1	1	1						
Complaint Investigations	Comparative Data						2020Thru09-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	1	2	2						