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

## **Department of Commerce (Aggregate)**

For 1st Quarter 2021 for period ending December 31, 2020

**Comparative Data** 

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Complaint Activity	Pr	evious	20	2021Thru12-31					
	2016	2017	2018	2019	9 202		J2111111112-31		
Number of Complaints Filed	188	178	188	200	53	1	244		
Number of Complainants	177	174	181	189	52	5	243		
Repeat Filers	11	4	7	11	6		1		
Complaints by Dasis				ve Dat	Data				
Complaints by Basis		Pre	vious I	iscal '	Year I	<b>D</b> ata			
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	n of	2016	2017	2018	2019	2020	2021Thru12- 31		
Race		80	60	74	72	208	70		
Color		24	28	38	40	76	11		
Religion		13	7	15	23	43	6		
Reprisal		106	101	123	136	275	88		
Sex		80	66	78	87	183	50		
PDA		1	3	1	0	6	5		
National Origin		33	20	27	35	65	21		

Equal Pay Act

Age	74	67	71	80	177	69						
	64	72	79	93	192	65						
Disability												
Genetics	1	1	2	0	2	1						
Non-EEO	6	5	5	3	23	23						
<b>Complaints by Issue</b>		Comparative Data										
<b>,</b>	Pre	vious l	,									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru12- 31						
Appointment/Hire	10	10	17	11	40	21						
Assignment of Duties	39	46	66	57	124	26						
Awards	2	6	8	2	1	3						
Conversion to Full Time/Perm Status	0	0	0	0	0	0						
<b>Disciplinary Action</b>												
Demotion	1	0	0	2	13	3						
Reprimand	13	23	9	16	34	3						
Suspension	5	14	12	9	7	1						
Removal	3	0	0	0	0	1						
Other	6	3	1	0	0	3						
Duty Hours	1	1	0	1	3	3						
Perf. Eval./ Appraisal	44	51	65	43	37	11						
Examination/Test	0	1	0	0	1	0						
Harassment		-		-								
Non-Sexual	101	98	111	109	318	74						
Sexual	2	10	4	8	13	5						
Medical Examination	0	0	0	0	0	0						
Pay including overtime	8	11	1	10	47	10						
Promotion/Non-Selection	21	21	28	23	42	8						
Reassignment			18									
Denied	3	7	8	1	8	1						

Directed		5	2	6	4	7	0
Reasonable Accommodation I	Disability	7 27	30	37	35	64	16
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	2	0	0	6	0
Retirement		1	2	2	4	0	0
Sex-Stereotyping		0	0	0	0	1	0
Telework		21	18	19	9	22	4
Termination		39	24	29	73	281	93
Terms/Conditions of Employn	nent	37	43	49	60	103	12
Time and Attendance		22	40	31	30	62	9
Training		16	15	16	16	45	4
Other							
User Defined - Other 1		1	0	2	1	0	2
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
			Con	npara	tive		
<b>Processing Time</b>	P	revious	Fiscal	Year	Dat	a	2021Thru12-
	2016	2017	2018	20	19	2020	31
Complaints pending during fis	cal year						
Average number of days in investigation	182.36	179.64	183.43	3 213	3.86	206.41	222.03
Average number of days in final action	23.81	22.01	16.50	26	.37	29.53	50.68
Complaint pending during fisc	al year v	where he	aring w	as rec	quest	ted	
Average number of days in investigation	193.51	182.84	193.50	5 224	1.13	211.08	237.30
Average number of days in final action	12.53	14.00	8.66	13	.48	10.16	49.07
Complaint pending during fisc	al year v	where he	aring w	as no	t req	uested	
Average number of days in investigation	172.19	175.47	174.04	4 206	5.26	202.25	213.37

Average number of days in final action	32.2	6	28	.49	) [3	30.	.25	3	9.1	0	42.	70	4	52.19
							C	om]	par	ativ	e I	ata		
Complaints Dismissed by Agency	y		Pr	evi	ious	F	isc	al Y	Zea:	r Da	ıta		2021Thru12-	
		2	016	2	017		<b>20</b> 1	18	20	19	2020		31	
Total Complaints Dismissed b Agency	y		29	19			23	3	1	3	3	4		7
Average days pending prior to dismissal		23.93			9.05	5	156	5.3	97.	.77	94.	.32	4	54.71
Compla	ints V	Withdrawn by Complainants								S				
Total Complaints Withdrawn b Complainants	ру	6 33					13	3	1	2	2	4		7
							C	omj	par	ativ	e D	ata		
Total Final Agency Action	ıs		Pr	evi	ious	F	isc	al Y	ea	r Da	ıta		2021	Thru12-
Finding Discrimination	20	16	20	17	2018 2019		20	)20	31					
		#	%	#	<b>%</b>	#	9	<b>%</b>	#	<b>%</b>	#	%	#	%
Total Number Findings		0		3		1			2		0		1	
Without Hearing		0	0	2	67	1	10	00	2	100	0	0	1	100
With Hearing		0	0	1	33	0		$\mid c$	0	0	0	0	0	0
Findings of Discriminatio	n						C	om	par	ativ	e I	)ata		
Rendered by Basis			P	rev	iou	s I	isc	cal '	Yea	ır D	ata	ļ	202	Thru12-
Note: Complaints can be filed		2	016	2	2017	,	20	018	2	019	2	020		31
alleging multiple bases. The su of the bases may not equal tot complaints and findings.		#	%	#	%	·	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>		0		3			1		2		0		1	
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	1	33	3	0	0	1	50	0	0	1	100
Sex		0	0	1	33	3	1	100	) 1	50	0	0	0	0
PDA		0	0	0	0		0	0	0	0	0	0	0	0

N 4' 10''							_					
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	1	33	0	0	0	0	0	0	0	0
Disability	0	0	1	33	0	0	1	50	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
indings After Hearing	0		1		0		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	1	100	0	0	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	1	100	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
	-											'
indings Without Hearing	0		2		1		2		0		1	
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	0	0	1	50	0	0	1	100
Sex	0	0	1	50	1	100	1	50	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	1	50	0	0	0	0 0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	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
					(	Comp	ar	ativ	e D	ata		
Findings of Discrimination		Pr	evi	ious ]	Fis	cal Y	ea	r Da	ta		2021	Thru12-
Rendered by Issue	20	)16	2	017	2	018	20	019	20	20		31
	#	%	#	%	#	%	#	%	#	<b>%</b>	#	%
Total Number Findings	0		3		1		2		0		1	
Appointment/Hire	0	0	1	33	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	1	33	1	100	1	50	0	0	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	1	33	0	0	1	50	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	1	33	0	0	1	50	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	1	50	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	1	33	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 After Hearing	0		1		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												
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	1	100	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		2		1		2		0		1	

Appointment/Hire	0	0	1	50	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	1	50	1	100	1	50	0	0	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	1	50	0	0	1	50	0	0	0	0
Reassignment												1
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	1	50	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	1	50	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	1	50	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
			Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Statu	C		Pre	viou	s F	iscal	Ye	ear I	Dat	ta	202	Thru12-
Trevious risear rears by Statu	20	016	201	7	2018	2	019	20	020		31	
Total complaints from previous Fis Years	cal	1	36	13	3	141	]	135		53	554	
Total Complainants		1	28	12	3	132	1	127	1	43		537
Number complaints pending				•								
Investigation			24	0		1		2		4		207
ROI issued, pending Complainant's action			0	0		0	0		1			46
Hearing		1	04	12	7	133		123		32		230
Final Agency Action			6	2		5		8		7		33
Appeal with EEOC Office of Federal Operations			13	13	3	13		13		13		13
						Con	np	arat	ive	Dat	ta	
<b>Complaint Investigations</b>			Pre	eviou	s I	Fiscal	Y	ear l	Dat	ta	202	Thru12-
		20	016	201	17	2018	2	019	2	020		31
Pending Complaints Where Investigations Exceed Required Tir Frames	ne		7	0		2		2		21		20