

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

NOAA

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	50	53	66	46	41	17
Number of Complainants	48	53	64	44	40	16
Repeat Filers	2	0	2	2	1	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	21	15	27	14	15	8
Color	3	8	12	9	7	4
Religion	2	1	2	2	5	1
Reprisal	24	31	40	40	26	11
Sex	17	20	28	17	12	8
PDA	0	1	1	0	0	0
National Origin	6	6	8	10	6	4

Equal Pay Act	1	1	0	0	0	0
Age	20	19	33	21	14	6
Disability	17	14	26	20	16	6
Genetics	0	0	1	0	1	0
Non-EEO	0	1	2	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	4	3	4	1	0	1
Assignment of Duties	13	17	23	18	9	8
Awards	1	3	6	1	1	3
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	5	6	5	7	4	3
Suspension	2	6	2	6	4	1
Removal	1	0	0	0	0	0
Other	2	1	1	0	0	0
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	15	23	22	16	7	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	24	37	35	31	27	11
Sexual	0	2	3	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	5	1	0	2	2
Promotion/Non-Selection	7	7	14	7	7	4
Reassignment						

Denied	1	2	5	0	0	0
Directed	1	2	1	2	0	0
Reasonable Accommodation Disability	8	4	11	14	5	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	9	7	8	5	3	3
Termination	8	3	10	6	4	5
Terms/Conditions of Employment	9	9	15	16	14	7
Time and Attendance	9	14	12	12	11	4
Training	5	7	10	4	4	2
Other						
User Defined - Other 1	0	0	1	0	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					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	182.08	181.30	202.41	211.65	211.72	211.56
Average number of days in final action	24.46	30.18	22.83	32.76	20.50	20.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	184.29	189.38	221.05	223.03	209.47	177.50
Average number of days in final action	8.50	18.86	11.33	14.79	11.15	0
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	183.19	175.07	191.35	204.64	214.05	221.29						
Average number of days in final action	34.50	36.11	42.57	46.00	29.83	20.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	3	6	7	3	3	1						
Average days pending prior to dismissal	31.67	76	302.14	250	25.33	19						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	6	4	4	5	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016	2017	2018	2019	2020							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	3	1	2	0	0						
Without Hearing	0	0	2	67	1	100	2	100	0	0	0	0
With Hearing	0	0	1	33	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016	2017	2018	2019	2020							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	3	1	2	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	33	0	0	1	50	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2021Thru12-31					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	28	34	34	36	26	55						
Total Complainants	27	34	34	36	26	53						
Number complaints pending												
Investigation	0	0	0	0	0	10						
ROI issued, pending Complainant's action	0	0	0	0	0	4						
Hearing	27	33	30	33	21	31						
Final Agency Action	3	0	3	1	2	5						
Appeal with EEOC Office of Federal Operations	3	3	3	3	3	3						
Complaint Investigations	Comparative Data						2021Thru12-31					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	1	0						