

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

DOC

**For 3rd Quarter 2021 for period ending
June 30, 2021**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru06-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	188	178	188	200	531	354
Number of Complainants	177	174	181	189	525	352
Repeat Filers	11	4	7	11	6	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru06-30
	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	80	60	74	72	211	119
Color	24	28	38	40	89	51
Religion	13	7	15	23	45	13
Reprisal	106	101	123	136	299	151
Sex	80	66	78	87	193	111
PDA	1	3	1	0	6	6
National Origin	33	20	27	35	70	35

Equal Pay Act	1	1	0	0	1	1
Age	74	67	71	80	185	107
Disability	64	72	79	93	202	114
Genetics	1	1	2	0	3	1
Non-EEO	6	5	5	3	18	18
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru06-30
<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	10	10	17	11	37	23
Assignment of Duties	39	46	66	57	140	81
Awards	2	6	8	2	1	7
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	2	13	4
Reprimand	13	23	9	16	38	12
Suspension	5	14	12	9	7	6
Removal	3	0	0	0	0	2
Other	6	3	1	0	0	2
Duty Hours	1	1	0	1	2	0
Perf. Eval./ Appraisal	44	51	65	43	38	26
Examination/Test	0	1	0	0	1	0
Harassment						
Non-Sexual	101	98	111	109	357	186
Sexual	2	10	4	8	14	13
Medical Examination	0	0	0	0	0	0
Pay including overtime	8	11	1	10	60	27
Promotion/Non-Selection	21	21	28	23	50	26
Reassignment						

Denied	3	7	8	1	10	5
Directed	5	2	6	4	8	9
Reasonable Accommodation Disability	27	30	37	35	74	39
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	0	0
Telework	21	18	19	9	24	6
Termination	39	24	29	73	302	143
Terms/Conditions of Employment	37	43	49	60	128	61
Time and Attendance	22	40	31	30	74	31
Training	16	15	16	16	50	30
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru06-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	182.36	179.64	183.43	213.86	206.41	237.14
Average number of days in final action	23.81	22.01	16.50	26.37	29.18	42.65
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	193.51	183.76	193.56	224.13	211.08	233.46
Average number of days in final action	12.53	14.00	8.66	13.48	10.16	35.25
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	172.19	174.17	174.04	206.26	202.04	241.30						
Average number of days in final action	32.26	28.62	30.25	39.10	42.48	51.62						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021Thru06-30	
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	29	19	23	13	35						33	
Average days pending prior to dismissal	23.93	39.05	156.3	97.77	98.14						154.09	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	6	32	13	12	24						29	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru06-30	
	2016	2017	2018	2019	2020							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	3	1	2	0						2	
Without Hearing	0	2	1	2	0	0	0	0	0	2	100	
With Hearing	0	1	0	0	0	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru06-30	
	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						2	
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	1	0	1	0	0	1	50	0	0	2	100

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

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						2021Thru06-30					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	136	135	143	137	153	427						
Total Complainants	128	125	134	129	143	416						
Number complaints pending												
Investigation	24	1	2	3	5	53						
ROI issued, pending Complainant's action	0	0	0	0	1	21						
Hearing	104	129	135	125	132	255						
Final Agency Action	6	2	5	8	7	50						
Appeal with EEOC Office of Federal Operations	13	13	13	13	13	13						
Complaint Investigations	Comparative Data						2021Thru06-30					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	7	1	3	3	21	190						