

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

## DOC Aggregate (Excluding PTO)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	188	178	188	196	531	418
Number of Complainants	178	174	181	186	526	413
Repeat Filers	10	4	7	10	5	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
<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	
Race	80	60	74	72	204	156
Color	24	28	38	40	68	77
Religion	13	7	15	23	42	18
Reprisal	106	100	123	134	255	219
Sex	80	66	78	86	174	145
PDA	1	3	1	0	6	6

National Origin	33	20	27	35	63	49
Equal Pay Act	1	1	0	0	1	1
Age	74	66	71	80	172	138
Disability	64	71	79	93	186	143
Genetics	1	1	2	0	3	1
Non-EEO	6	5	5	3	24	14
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Appointment/Hire	10	10	17	11	42	27
Assignment of Duties	39	46	66	57	111	108
Awards	2	6	8	2	1	10
Conversion to Full Time/Perm Status	0	0	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	2	13	7
Reprimand	13	23	9	16	22	16
Suspension	5	14	12	8	7	10
Removal	3	0	0	0	2	0
Other	6	3	1	0	6	1
Duty Hours	1	1	0	1	4	1
Perf. Eval./ Appraisal	42	51	65	43	33	37
Examination/Test	0	1	0	0	1	0
<b>Harassment</b>						
Non-Sexual	101	98	111	109	294	257

Sexual	2	10	4	8	11	16
Medical Examination	0	0	0	0	0	0
Pay including overtime	8	11	1	10	39	47
Promotion/Non-Selection	21	21	28	23	39	38
<b>Reassignment</b>						
Denied	3	7	8	1	8	6
Directed	5	2	6	4	7	12
Reasonable Accommodation Disability	27	30	37	35	54	55
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	2	0	0	3	0
Retirement	1	2	2	4	0	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	20	18	19	9	16	9
Termination	39	24	29	73	261	194
Terms/Conditions of Employment	37	43	49	59	93	80
Time and Attendance	22	40	31	30	53	47
Training	16	15	16	16	40	41
<b>Other</b>						
User Defined - Other 1	1	0	2	1	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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	183.44	179.64	183.43	213.86	206.42	248.22
Average number of days in final action	25.91	21.78	16.48	26.42	29.53	48.84
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	195.67	182.96	193.56	224.13	211.10	246.13
Average number of days in final action	12.06	13.79	8.66	13.28	10.16	35.62
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	172.57	175.31	173.32	206.26	202.25	252.09
Average number of days in final action	36.27	28.12	29.72	39.10	42.70	64.86
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	0	0	1	13	33	66
Average days pending prior to dismissal	0	0	13	97.77	76.73	184.92
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	6	32	13	12	24	32





Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru09-30</b>	
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	1		3		1		2		0		2	
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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
Non-Sexual	1	100	1	33	1	100	1	50	0	0	2	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	1	100	1	33	0	0	1	50	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	1	100	1	50	1	100	1	50	0	0	2	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	1	100	1	50	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	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2021Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Total complaints from previous Fiscal Years	144	140	151	143	154	364						
Total Complainants	136	130	142	135	144	354						
<b>Number complaints pending</b>												
Investigation	26	6	3	2	4	15						
ROI issued, pending Complainant's action	0	0	0	0	1	3						
Hearing	104	125	135	123	137	236						
Final Agency Action	10	5	11	15	3	60						
Appeal with EEOC Office of Federal Operations	13	13	13	13	13	13						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2021Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	8	4	2	2	22	139						