

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Decennial (Includes Sub-Level Offices)

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

Notes:

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and

Part 1 Complaint Activity						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Number of Complaints Filed	5	0	6	53	386	274
Number of Complainants	5	0	6	51	385	274
Repeat Filers	0	0	0	2	1	0

Part 2 Complaints by Basis						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Race	2	0	2	21	161	103
Color	1	0	0	9	45	53
Religion	0	0	1	7	29	16
Reprisal	2	0	2	23	167	134
Sex	0	0	2	20	125	91
PDA	0	0	0	0	5	5
National Origin	0	0	2	6	47	32
Equal Pay Act	0	0	0	0	0	1
Age	1	0	5	22	125	91
Disability	1	0	2	23	128	89
Genetics	0	0	0	0	2	1
Non-EEO	2	0	1	2	20	14

Part 3 Complaints By Issue						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Appointment/Hire	0	0	3	6	32	18
Assignment of Duties*	0	0	1	6	67	54
Awards	0	0	0	0	0	3
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	1	9	5
Disciplinary Action: Reprimand**	0	0	0	3	13	8
Disciplinary Action: Suspension	0	0	0	0	2	1
Disciplinary Action: Removal	0	0	0	0	2	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	4	1
Perf. Eval./ Appraisal	0	0	2	4	6	5
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	3	0	3	27	204	173
Harassment: Sexual	0	0	0	3	9	13
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	4	27	42
Promotion/Non-Selection	1	0	0	6	23	16
Reassignment: Denied/Directed	0	0	0	0	8	6
Reassignment: Directed	0	0	0	0	4	7
Reasonable Accommodation	1	0	1	4	30	39
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	0	0	3	4
Termination	3	0	3	28	230	165
Terms/Conditions of Employment*	1	0	3	14	54	39
Time and Attendance	0	0	0	5	24	25
Training	0	0	0	2	27	25
Other Terms/Conditions of Employment*	0	0	0	0	0	0

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Average days in Investigation for all cases pending during FY	172.5	154	225	203.25	207.65	262.72
Average days in Final Action for all cases pending during FY	1	22.33	38	33.8	52.64	69.08
Average days in Investigation with	172.5	0	0	211.88	205.92	258.11
Average days in Final Action with	1	1	0	0	19.75	55.21
Average Days in Investigation without Hearing	0	154	225	194.63	208.32	267.64
Average Days in Final Action without Hearing	0	33	38	33.8	57.07	81.86

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Total Complaints Dismissed by	0	0	0	0	22	56
Average Days Pending Prior to Dismissal	0	0	0	0	89.64	214.73
Total Complaints Withdrawn by Complainants	0	23	0	2	8	25

[illegible]

Part 7 Finding of Discrimination by Basis

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 09- 30)	FY 2021 % (thru 09- 30)
Total Number Findings	0		0		0		0		0		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 09- 30)	FY 2021 % (thru 09- 30)
Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 09- 30)	FY 2021 % (thru 09- 30)
Finding Without Hearing	0		0		0		0		0		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 8 Finding of Discrimination by Issue

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Total complaints from previous Fiscal Years	35	10	9	9	31	241
Total Complainants	35	10	9	9	30	241
Complaints Pending Investigation	25	2	2	0	3	15
ROI issued, pending Complainant's	0	0	0	0	1	3
Complaints Pending in Hearing	4	4	3	4	22	124
Complaints Pending Final Agency	3	3	3	4	2	58
Complaints Pending Appeal with EEOC Office of Federal Operations	4	4	4	4	4	4

Part 10 Complaint Investigations

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time	6	0	0	0	16	139