

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Permanent (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	89	74	65	64	54	42
Number of Complainants	83	73	61	61	54	41
Repeat Filers	6	1	4	3	0	1

Part 2 Complaints by Basis						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Race	39	27	24	24	18	15
Color	15	10	11	17	14	7
Religion	9	5	8	10	7	1
Reprisal	49	39	43	40	29	20
Sex	37	22	23	25	17	15
PDA	0	1	0	0	0	1
National Origin	18	9	9	8	7	2
Equal Pay Act	0	0	0	0	0	0
Age	35	26	19	25	16	18
Disability	32	39	39	31	24	18
Genetics	0	0	0	0	0	0
Non-EEO	4	3	2	1	3	0

Part 3 Complaints By Issue

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Appointment/Hire	2	4	8	4	3	3
Assignment of Duties*	15	14	20	20	23	11
Awards	0	1	1	0	0	0
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	4	0
Disciplinary Action: Reprimand**	5	9	2	2	3	1
Disciplinary Action: Suspension	1	4	5	0	0	1
Disciplinary Action: Removal	1	0	0	0	0	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	0	0
Perf. Eval./ Appraisal	17	17	17	13	8	8
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	47	35	41	28	34	15
Harassment: Sexual	1	5	1	1	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	6	4	0	2	5	2
Promotion/Non-Selection	7	7	7	6	5	10
Reassignment: Denied/Directed	1	2	1	1	0	0
Reassignment: Directed	3	0	2	0	1	0
Reasonable Accommodation	11	18	16	9	8	6
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	2	0	0	1	0
Retirement*	0	0	0	2	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	5	3	0	4	1
Termination	21	16	12	29	18	10
Terms/Conditions of Employment*	17	16	13	16	13	10
Time and Attendance	7	14	13	7	11	7
Training	6	5	3	3	5	2
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	180.97	170.11	171.25	211.9	205.2	206.9
Average days in Final Action for all cases pending during FY	26.72	17.76	12	22.11	18.95	23.76
Average days in Investigation with	198.15	168.96	182.91	218.76	212.96	217.68
Average days in Final Action with	18	5.33	6.67	11.62	7.81	20.62
Average Days in Investigation without Hearing	163	170.47	151.82	205.25	197.32	186.47
Average Days in Final Action without Hearing	33.5	23.28	26.88	36.67	29.82	33.5

Part 5 Complaints Dismissed or Withdrawn						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Total Complaints Dismissed by	0	0	0	0	7	2
Average Days Pending Prior to Dismissal	0	0	0	0	68.14	30
Total Complaints Withdrawn by Complainants	3	3	6	4	6	2

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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	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 (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	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

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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	44	60	71	66	54	63
Total Complainants	39	52	67	61	50	58
Complaints Pending Investigation	0	0	1	2	1	0
ROI issued, pending Complainant's	0	0	0	0	2	0
Complaints Pending in Hearing	42	58	69	62	48	59
Complaints Pending Final Agency	1	1	1	3	1	2
Complaints Pending Appeal with EEOC Office of Federal Operations	1	1	1	1	10	1

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	1	0	1	2	2	0