

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

NOAA:54 (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	50	53	66	46	41	65
Number of Complainants	48	53	64	44	40	62
Repeat Filers	2	0	2	2	1	3

Part 2 Complaints by Basis						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Race	21	15	27	14	15	24
Color	3	8	12	9	7	12
Religion	2	1	2	2	5	1
Reprisal	24	31	40	39	26	35
Sex	17	20	28	17	12	28
PDA	0	1	1	0	0	0
National Origin	6	6	8	10	6	12
Equal Pay Act	1	1	0	0	0	0
Age	20	19	33	21	14	20
Disability	17	14	26	20	16	27
Genetics	0	0	1	0	1	0
Non-EEO	0	1	2	0	0	0

Part 3 Complaints By Issue

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Appointment/Hire	4	3	4	1	0	4
Assignment of Duties*	13	17	23	18	9	26
Awards	1	3	6	1	1	4
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	1
Disciplinary Action: Reprimand**	5	6	5	7	4	4
Disciplinary Action: Suspension	2	6	2	5	4	5
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*	1	0	0	0	0	0
Perf. Eval./ Appraisal	15	23	22	13	7	18
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	24	37	35	31	27	42
Harassment: Sexual	0	2	3	0	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	5	1	0	2	3
Promotion/Non-Selection	7	7	14	7	7	10
Reassignment: Denied/Directed	1	2	5	0	0	0
Reassignment: Directed	1	2	1	2	0	1
Reasonable Accommodation	8	4	11	14	5	7
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	4	3	4
Termination	8	3	10	6	4	16
Terms/Conditions of Employment*	9	9	15	15	14	16
Time and Attendance	9	14	12	12	11	12
Training	5	7	10	4	4	10
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	186.37	181.3	202.41	211.65	211.72	203.72
Average days in Final Action for all cases pending during FY	25.77	29.62	22.83	32.76	20.5	31.5
Average days in Investigation with	195.93	188.32	221.05	223.03	209.47	221.44
Average days in Final Action with	8.5	18.86	11.33	14.79	11.15	6
Average Days in Investigation without Hearing	183.82	175.5	191.35	204.64	214.05	198.96
Average Days in Final Action without Hearing	35.38	35	42.57	46	29.83	37.85

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	3	4
Average Days Pending Prior to Dismissal	0	0	0	0	25.33	16
Total Complaints Withdrawn by Complainants	0	5	3	4	5	4

Part 6 Total Final Agency Actions Finding Discrimination												
	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	1		3		2		2		0		0	
Findings Without Hearing	1	100	2	67	2	100	2	100	0	0	0	0
Findings With	0	0	1	33	0	0	0	0	0	0	0	0

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		3		1		2		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	1	33.33	0	0.00	1	50.00	0	0.00	0	0.00
Sex	0	0.00	1	33.33	1	100.0	1	50.00	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	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	33.33	0	0.00	1	50.00	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		1		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	1	100.0	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	1	100.0	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		2		1		2		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	1	50.00	0	0.00	0	0.00
Sex	0	0.00	1	50.00	1	100.0	1	50.00	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	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	50.00	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)
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[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

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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	30	37	38	41	25	32
Total Complainants	29	37	38	41	25	31
Complaints Pending Investigation	1	3	0	0	0	0
ROI issued, pending Complainant's	0	0	0	0	0	0
Complaints Pending in Hearing	25	32	33	36	20	27
Complaints Pending Final Agency	4	1	5	4	2	0
Complaints Pending Appeal with EEOC Office of Federal Operations	3	3	3	3	3	3

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	3	0	0	1	0