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

## National Institute of Standards and Technology

For 2nd Quarter 2019 for period ending March 31, 2019

**Comparative Data** 

Complaint Activity	Pro	evious	Fiscal		201079 02 21									
	2014	2015	2016	201	7 201		019Thru03-31							
Number of Complaints Filed	8	14	12	22	22 14		4							
Number of Complainants	8	14	12	21	14		4							
Repeat Filers	0	0	0	1 0			0							
Complaints by Basis		Comparative Data												
Complaints by Basis		Pre	vious I	iscal '	Year I	)ata								
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	n of	2014	2015	2016	2017	2018	2019Thru03- 31							
Race		4	3	3	7	6	3							
Color		2	0	1	4	6	1							
Religion		0	0	0	0	1	1							
Reprisal		5	5	8	9	8	3							
Sex		3	7	5	7	6	3							
PDA		0	0	0	0	0	0							
National Origin		3	4	2	3	3	2							
Equal Pay Act		0	0	0	0	0	0							

Age	7	6	5	10	2	0
Disability	1	4	5	7	2	3
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	1	0	0
			Com	parati	ve Dat	<u> </u>
<b>Complaints by Issue</b>	Pre	vious I	Fiscal `			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru03- 31
Appointment/Hire	0	2	3	1	1	0
Assignment of Duties	4	3	1	7	3	1
Awards	0	1	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	1	1	4	0	0
Suspension	0	1	1	2	1	0
Removal	0	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	2	2	2	4	4	0
Examination/Test	0	0	0	0	0	0
Harassment		-				
Non-Sexual	5	7	7	10	7	1
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	2	0	0
Promotion/Non-Selection	3	2	0	3	2	0
Reassignment						
Denied	0	0	0	0	1	0

Directed		1	1	0	0	2	0
Reasonable Accommodation I	Disability	7 0	0	2	3	1	1
Reinstatement	instatement				0	0	0
Religious Accommodation	igious Accommodation				0	0	0
Retirement		0	0	0	1	0	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	0	0	1	1	0
Termination	nination				2	1	1
Terms/Conditions of Employn	nent	2	2	2	6	6	0
Time and Attendance		0	2	1	5	1	0
Training		1	1	0	0	0	1
Other							
User Defined - Other 1		0	0	0	0	0	1
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
			Com	para	tive	Data	
<b>Processing Time</b>	P	revious	Fiscal Y	Year	Dat	a	2019Thru03-
	2014	2015	2016	20	17	2018	31
Complaints pending during fis	cal year						
Average number of days in investigation	208.00	198.50	185.23	191	.07	178.07	189.80
Average number of days in final action	56.50	31.57	20.21	8.3	38	16.08	12.80
Complaint pending during fisc	al year v	vhere he	aring wa	as rec	quest	ted	
Average number of days in investigation	216.75	209.40	212.80	189	0.22	184.00	187.33
Average number of days in final action	0	30.67	10.83	4.3	33	10.50	10.67
Complaint pending during fisc	al year v	vhere he	aring wa	as no	t req	uested	
Average number of days		168.00		3.83	175.71	268.00	

Average number of days in final action	56.50	) (	32.2	5	27	7.2	5	20	).5(	)	21.	17	10	6.00	
							Co	m	pa	rati	ve	Dat	a		
Complaints Dismissed by A	gency		Pre	vio	ous	F	isca	1 3	Z ea	r D	ata	ı	2019Thru03-		
		2	2014	2	015	5	201	6	20	17	20	18	•	31	
Total Complaints Dismissed b Agency	У		0 0			0		(	)	C	)		0		
Average days pending prior to dismissal	1		0		0		0		(	)	C	)		0	
Compla	ints W	ith	drav	vn	by	C	om	pla	in	ants	5				
Total Complaints Withdrawn l Complainants	ру		0		0		0		(	)	2	2		0	
							Coı	mp	ar	ativ	e D	)ata			
Total Final Agency Action	ns		Prev	vio	us	Fi	scal	Y	eai	r Da	ata		20197	Γhru03-	
Finding Discrimination		20	14 2	201	15	2	2016	5	20	17	20	18		31	
		#	% #	<b>4</b>	%	#	%	5	#	<b>%</b>	#	%	#	%	
Total Number Findings		0	(	)		1			0		0		0		
Without Hearing		0	0 0	)	0	1	10	0	0	0	0	0	0	0	
With Hearing		0	0 0	)	0	0	0		0	0	0	0	0	0	
Findings of Discriminati	ion						Co	m	pa	rati	Dat	ıta			
Rendered by Basis			Pr	evi	ious	s F	isca	al `	Yea	ar I	at	a	2019	Thru03-	
Note: Complaints can be filed		2	2014	2	201	5	201	16	20	)17	20	018		31	
alleging multiple bases. The su the bases may not equal total complaints and findings.	um of	#	%	#	9/	ó	#	%	#	%	#	%	#	%	
<b>Total Number Findings</b>		0		0		İ	0		0		0		0		
Race		0	0	0	C	)	0	0	0	0	0	0	0	0	
Color		0	0	0	C	)	0	0	0	0	0	0	0	0	
Religion		0	0	0	C	)	0	0	0	0	0	0	0	0	
Reprisal		0	0	0	C	)	0	0	0	0	0	0	0	0	
Sex		0	0	0	c	)	0	0	0	0	0	0	0	0	
PDA		0	0	0	C	)	0	0	0	0	0	0	0	0	

National Origin		0	_	0							0	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
ndings After Hearing	0		0		0		0		0		0	
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	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
											-	
ndings Without Hearing	0		0		0		0		0		0	
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	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	C	0 0	C	0 0	0	0	0	0
Disability	0	0	0	0	C	0 0	C	0	0	0	0	0
Genetics	0	0	0	0	C	0	C	0	0	0	0	0
Non-EEO	0	0	0	0	C	0 0	C	0 0	0	0	0	0
					(	Com	pa	rati	ve :	Dat	a	
Findings of Discrimination		Pre	evio	ous l	Fis	cal `	Yea	ar D	ata	ì	20197	Thru03-
Rendered by Issue	20	14	20	)15	20	)16	20	)17	20	18		31
	#	<b>%</b>	#	%	#	%	#	%	#	<b>%</b>	#	%
<b>Total Number Findings</b>	0		0		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
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
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	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	0	0	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	0	0	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	0	0	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		0		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
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
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	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	0	0	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	0	0	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	0	0	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 Without Hearing	0		0		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
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
Harassment	'											
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	'	ı		ı		ı				ı		ı
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	0	0	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	0	0	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	0	0	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	
		Comparative Da							e Dat	ta			
Pending Complaints Filed in Previous Fiscal Years by Status	Ì	Pr	ev	vious	Fi	iscal	Y	ear l	Da	ta	2019	2019Thru03-	
Previous Fiscal Years by Status		2014		2015		2016		2017	2	018		31	
Total complaints from previous Fisca Years	1	15		12		9		10		10	12		
Total Complainants		12		11		9	Ť	10		10		12	
Number complaints pending													
Investigation		0		0		0		0		0	2		
ROI issued, pending Complainant's action		0		0		0		0		0		1	
Hearing		14	Ì	11	İ	9		10		9		9	
Final Agency Action		0	Ì	0	İ	0	Ť	0		1	0		
Appeal with EEOC Office of Federal Operations		0		0		0		0		0		0	
						Con	ıp.	arat	iv€	e Da	ta		
Complaint Investigations	İ	Pr	ev	vious	F	iscal	Y	ear l	Da	ta	2019	Thru03-	
		2014	4	2015		2016		2017		018	31		
Pending Complaints Where Investigations Exceed Required Time Frames	,	0		0		0		0		0		1	