

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

EPA (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	79	62	48	58	86	33
Number of Complainants	77	59	45	57	83	33
Repeat Filers	2	3	3	1	3	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Race	40	22	23	25	33	14
Color	13	7	10	11	17	9
Religion	9	4	3	5	11	2
Reprisal	44	31	28	30	60	19
Sex	42	27	14	27	37	14
PDA	0	0	0	0	0	0

National Origin	13	12	10	11	15	6
Equal Pay Act	1	1	1	2	3	0
Age	37	22	22	28	41	17
Disability	25	19	18	18	34	16
Genetics	0	0	0	1	0	0
Non-EEO	8	7	6	6	7	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	5	5	7	5	6	2
Assignment of Duties	12	5	5	16	13	5
Awards	5	0	3	4	2	2
Conversion to Full Time/Perm Status	2	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	3	6	2	9	1
Suspension	2	6	4	0	8	0
Removal	2	0	3	2	5	2
Letter of Warning	0	0	0	0	3	2
Duty Hours	3	2	0	0	1	2
Perf. Eval./ Appraisal	21	9	5	5	21	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	32	22	19	28	49	18

Sexual	1	2	1	3	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	4	1	0	1	3	3
Promotion/Non-Selection	26	10	8	5	9	13
Reassignment						
Denied	3	0	2	3	1	2
Directed	5	2	2	1	6	1
Reasonable Accommodation Disability	7	9	3	4	13	5
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	1
Retirement	2	1	2	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	7	3
Termination	5	4	1	1	3	1
Terms/Conditions of Employment	19	12	11	10	22	10
Time and Attendance	18	7	2	8	10	6
Training	11	2	6	6	2	4
Other						
User Defined - Other 1	0	0	0	0	0	0
Other	0	0	0	0	0	1
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					2017Thru03-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	326.57	311.07	245.08	257.40	213.51	265.08
Average number of days in final action	409.47	198.44	289.65	321.81	300.90	361.42
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	324.42	314.44	249.50	259.25	224.92	238.07
Average number of days in final action	326.57	35.00	12.00	36.00	26.27	172.20
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	328.83	306.58	233.87	253.36	198.75	283.43
Average number of days in final action	467.50	218.88	375.08	607.62	840.83	455.40
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	10	6	9	6	11	1
Average days pending prior to dismissal	212	123	258	99	130	132
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	12	19	3	8	10	1

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru03-31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		1		0		0	
Appointment/Hire	0	0	0	0	1	100	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
Letter of Warning	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	100	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	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

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	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
Other	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2017Thru03-31					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	59	87	87	87	84	143						
Total Complainants	52	79	82	78	76	128						
Number complaints pending												
Investigation	20	11	3	1	5	13						
ROI issued, pending Complainant's action	3	3	0	0	0	7						
Hearing	38	59	65	68	47	68						
Final Agency Action	12	22	20	20	40	55						
Appeal with EEOC Office of Federal Operations	8	15	13	14	41	43						
Complaint Investigations	Comparative Data						2017Thru03-31					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	31	22	3	2	7	1						