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

## **EPA (and below)**

				Cor	npa	rative	Data					
<b>Complaint Activity</b>		Previo	ous Fis	cal Y	Yea	r Data		2015Thm.00 20				
	201	0 20	11 2	012	20	013 2	014	2015Thru09-30				
Number of Complaints Filed	70	6	4 ′	79	6	2	48	58				
Number of Complainants	63	6	1 '	77	5	9	45	57				
Repeat Filers	7	3	6	2		3	3	1				
				C	om	parati	ve Da	ta				
Complaints by Basis		Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.		2010	2011	20	12	2013	2014	2015Thru09- 30				
Race		39	25	4	0	22	23	25				
Color		14	10	1	3	7	10	11				
Religion		5	2	(	)	4	3	5				
Reprisal		47	39	4	4	31	28	30				
Sex		28	29	4	2	27	14	27				
PDA		0	0	(	)	0	0	0				

For 4th Quarter 2015 for period ending September 30, 2015

National Origin	14	10	13	12	10	11
Equal Pay Act	0	2	1	1	1	2
Age	28	21	37	22	22	28
Disability	21	24	25	19	18	18
Genetics	0	0	0	0	0	1
Non-EEO	0	1	8	7	6	6

			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru09- 30
Appointment/Hire	2	1	5	5	7	5
Assignment of Duties	18	12	12	5	5	16
Awards	6	2	5	0	3	4
Conversion to Full Time/Perm Status	0	0	2	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	3	2	3	6	2
Suspension	2	3	2	6	4	0
Removal	0	1	2	0	3	2
Letter of Warning	3	0	0	0	0	0
Duty Hours	1	3	3	2	0	0
Perf. Eval./ Appraisal	14	11	21	9	5	5
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	35	30	32	22	19	28

Sexual	1	1	1	2	1	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	4	4	1	0	1
Promotion/Non-Selection	24	18	26	10	8	5
Reassignment						
Denied	4	3	3	0	2	3
Directed	6	1	5	2	2	1
Reasonable Accommodation Disability	2	8	7	9	3	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	2	1	2	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	4	9	5	4	1	1
Terms/Conditions of Employment	16	10	19	12	11	10
Time and Attendance	6	6	18	7	2	8
Training	6	4	11	2	6	6
Other						
User Defined - Other 1	0	0	0	0	0	0
Other	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

				С	omp	ar	ative I	Data	
Processing Time		Previo	us	Fisc	al Y	ear	r Data		2015Thru09-
	2010	2011	-	20	12	2	2013	2014	30
Complaints pending durin	g fiscal y	ear							
Average number of days in investigation	273.25	274.3	3	326	.57	31	11.07	245.08	257.40
Average number of days in final action	298.26	449.9	5	409	.47	19	98.44	289.65	321.81
Complaint pending during	fiscal ye	ar when	re l	heari	ng w	vas	reques	sted	1
Average number of days in investigation	213.67	263.5	7	324	.42	31	14.44	249.50	259.25
Average number of days in final action	0	0		326	.57	3	5.00	12.00	36.00
Complaint pending during	fiscal ye	ar when	re l	neari	ng w	vas	not re	quested	1
Average number of days in investigation	339.25	312.0	0	328	.83	30	)6.58	233.87	253.36
Average number of days in final action	310.67	449.9	5	467	.50	21	18.88	375.08	607.62
					С	om	iparat	ive Data	L
Complaints Dismisse Agency	d by	Pre	evi	ous ]	Fisca	al Y	Year D	ata	2015Thru09-
		2010	20	011	201	12	2013	2014	30
Total Complaints Dismiss Agency	ed by	4		6	10	)	6	9	6
Average days pending prid dismissal	or to	66	4	41	21	2	123	258	99
Con	plaints V	Withdr	aw	vn by	y Co	mp	olainaı	nts	
Total Complaints Withdra Complainants	wn by	2		3	12	2	19	3	8

						Com	par	ativ	e Da	ata			
Total Final Agency		]	Pre	viou	s Fi	scal Y	Yea	r Da	ta		2015	Thru09	
Actions Finding Discrimination	2	010	2	011	2	012	20	)13	2	014		30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		1		1		
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	1	100	1	100	
Findings of	Comparative Data												
Discrimination Rendered by Basis		]	Pre	viou	s Fi	scal Y	Yea	r Da	ta		2015	Thru09	
Note: Complaints can be	2010 2011 2012 2013 2014									2014	.4 30		
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		1		0		1		1		
Race	0	0	0	0	0	0	0	0	1	100	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	1	100	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	0	1	100	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	1	100	0	0	
Disability	0	0	0	0	0	0	0	0	0	0	1	100	
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	

indings After Hearing	0		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	1	100	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	1	100	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	1	100	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
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
	1	1		1	1	1		1	1			
ndings Without Hearing	0		0		1		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	1	100	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
A	0	0	0	0	0	0	0	0	0	0	0	0
Age						1			-			
Age Disability	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
						Com	par	ative	e Da	ıta		
Findings of		]	Pre	viou	s Fi	scal Y	ear	r Da	ta		2015	Thru09-
Discrimination Rendered by Issue	20	)10	20	)11	2	012	20	)13	2	014		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	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		<u>.</u>		-		-		-				-
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	0	0	0	0	1	100
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		<u>.</u>		-		-		-				-
Non-Sexual	0	0	0	0	1	100	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	1	100
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
Findings After Hearing	0		0		0		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	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

		6	6			-				-		_
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	0	0	0	0	1	100
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	1	100
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						<u> </u>				<u> </u>	<u> </u>	
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
	1		1	1	1	1			1	1	1	1
Findings Without Hearing	0		0		1		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						1				1	1	1
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	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	1	1	1	1	1	1	1	1		1	1	1

Non-Sexual	0	0	0	0	1	100	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					
	Previous Fiscal Year Data					2015Thru09-
	2010	2011	2012	2013	2014	30
Total complaints from previous Fiscal Years	52	61	59	87	87	87
Total Complainants	47	48	52	79	82	78
Number complaints pending		-	-	-		·
Investigation	39	51	20	11	3	1
ROI issued, pending Complainant's action	0	0	3	3	0	0
Hearing	25	36	38	59	65	68
Final Agency Action	37	19	12	22	20	20
Appeal with EEOC Office of Federal Operations	8	4	8	15	13	14
Complaint Investigations	Comparative Data					
	Pro	evious	2015Thru09-			
	2010	2011	2012	2013	2014	30
Pending Complaints Where Investigations Exceed Required Time Frames	67	70	31	22	3	2