

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

## EPA (and below)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	86	78	57	63	63	42
Number of Complainants	83	75	54	62	58	40
Repeat Filers	3	3	3	1	5	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	33	41	35	36	39	20
Color	17	17	12	18	19	5
Religion	11	3	1	6	3	1
Reprisal	60	46	36	46	42	27
Sex	37	38	27	25	27	15
PDA	0	0	0	0	0	0
National Origin	15	13	11	10	6	6
Equal Pay Act	3	1	1	2	1	0

Age	41	40	25	19	27	10
Disability	34	31	17	25	27	15
Genetics	0	0	0	0	1	0
Non-EEO	7	5	1	6	1	4
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Appointment/Hire	6	4	2	4	1	4
Assignment of Duties	13	11	18	18	10	7
Awards	2	4	5	2	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	0	0	1	0
Reprimand	9	3	2	8	6	3
Suspension	8	4	1	4	7	1
Removal	5	4	1	1	1	0
Letter of Warning	3	3	1	3	3	1
Duty Hours	1	3	1	0	2	0
Perf. Eval./ Appraisal	21	7	15	17	9	5
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	49	46	37	35	36	10
Sexual	3	5	6	1	4	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	4	4	2	2	2
Promotion/Non-Selection	9	21	10	7	13	7
<b>Reassignment</b>						
Denied	1	3	3	2	2	2

Directed	6	2	2	4	0	4
Reasonable Accommodation Disability	13	12	8	9	10	6
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	1	0	0	0	0
Retirement	1	1	0	0	0	0
Sex-Stereotyping	0	1	0	0	0	0
Telework	7	5	4	7	1	0
Termination	3	4	0	8	4	2
Terms/Conditions of Employment	22	18	15	17	12	6
Time and Attendance	10	10	10	4	6	2
Training	2	7	3	2	3	1
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	0
Other	0	2	1	4	7	11
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru09-30</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Complaints pending during fiscal year						
Average number of days in investigation	213.51	250.39	212.73	231.00	217.41	218.90
Average number of days in final action	300.90	499.29	283.88	94.18	71.73	109.35
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	224.92	238.10	211.41	245.19	221.69	213.77
Average number of days in final action	26.27	443.17	56.00	81.33	39.89	35.25
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	198.75	261.03	217.32	218.16	200.70	227.72





Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	2	67	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru09-30</b>	
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		0		1		3		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
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	1	100	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
<b>Harassment</b>												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	33	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
<b>Reassignment</b>												



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
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
<b>Findings Without Hearing</b>	0		0		1		3		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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2021Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Total complaints from previous Fiscal Years	84	109	79	69	62	72						
Total Complainants	76	98	67	63	55	63						
<b>Number complaints pending</b>												
Investigation	5	1	0	0	1	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	47	59	73	58	52	55						
Final Agency Action	40	47	7	12	7	13						
Appeal with EEOC Office of Federal Operations	41	43	48	53	56	56						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021Thru09-30</b>						
Pending Complaints Where Investigations Exceed Required Time Frames	7	2	0	0	0	4						