

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

For 3rd Quarter FY2016

Complaint Activity	Comparative Data					2016 Thru Q3
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Number of Complaints Filed	106	119	102	87	120	97
Number of Complainants	101	109	90	85	114	92
Repeat Filers	5	11	9	2	5	4

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru Q3
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Race	45	51	45	45	55	42
Color	16	17	14	16	28	26
Religion	3	1	2	4	1	1
Reprisal	30	54	57	32	51	39
Sex	39	48	39	37	42	29
PDA	1	0	0	1	0	0
National Origin	15	16	10	9	14	5
Equal Pay Act	0	0	0	0	0	0
Age	42	39	32	27	48	34
Disability	22	36	39	31	47	31
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru Q3
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	7	7	6	8	7	8
Assignment of Duties	3	7	7	4	3	4
Awards	3	3	2	3	2	2
Conversion to Full-time	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	4	3	1	2	4	4
Suspension	5	5	5	3	3	2
Removal	0	4	0	3	1	4
Other	6	0	3	5	0	2
Duty Hours	2	2	3	0	1	1
Evaluation Appraisal	6	6	4	4	2	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	38	32	54	32	44	35
Sexual	4	7	3	2	3	2
Medical Examination	0	1	1	1	1	0
Pay (Including Overtime)	0	3	1	1	0	2
Promotion/Non-Selection	33	34	13	15	39	18
Reassignment						
Denied	1	1	1	3	1	0
Directed	4	0	2	3	2	0
Reasonable Accommodation	5	12	12	10	9	5
Reinstatement	0	0	1	0	0	1
Retirement	1	1	0	1	1	1
Termination	10	8	1	3	8	5
Terms/Conditions of Employment	5	5	10	8	10	10

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru Q3
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Time and Attendance	4	1	7	1	2	3
Training	0	3	5	3	3	3
Other	1	2	3	1	2	4

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016 Thru Q3
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	268.39	272.28	215.02	133.58	171.18	187.89
Average number of days in final action	154.94	139.79	48.53	73.42	94.89	95.13
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	261.58	278.26	207.78	133.20	164.44	188.62
Average number of days in final action	68.55	21.92	17.06	24.60	32.00	48.60
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	280.58	256.73	231.11	134.25	185.00	186.84
Average number of days in final action	298.92	225.52	76.68	146.65	142.81	118.40

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016 Thru Q3
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	0	0	4	0	26	8
Average days pending prior to dismissal	924	703	138	-152	59.38	28.75

Complaints Withdrawn by Complainants

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016 Thru Q3	
	2011		2012		2013		2014		2015			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	National Origin	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	1	100	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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2016 Thru Q3	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		2		0		1		3		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	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	1	33	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
Evaluation 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												

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2016 Thru Q3	
	2011		2012		2013		2014		2015		#	%
	#	%	#	%	#	%	#	%	#	%		
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
Evaluation 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	1	100	2	100	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	3	100	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	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
Retirement	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	1	50	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
Appointment/Hire	0		2		0		0		1		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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2016 Thru Q3
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	0	0	0	0	67	105
Total Complainants	194	210	210	228	64	99
Number complaints pending						
Investigation	57	66	76	86	1	0
ROI issued, pending Complainant's action	1	2	0	0	0	0
Hearing	40	39	65	60	63	91
Final Agency Action	30	1	9	5	4	12
Appeal with EEOC Office of Federal Operations	13	19	21	30	43	45

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016 Thru Q3
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	93	107	106	122	6	1