

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: DLA (and below)

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity

Complaint Activity	2013	2014	2015	2016	2017	2018 Thru 09-30
Number of Complaints Filed	102	87	120	134	123	117
Number of Complainants	90	85	114	128	114	116
Repeat Filers	9	2	5	5	5	1

Complaints by Basis

Complaints by Basis	2013	2014	2015	2016	2017	2018 Thru 09-30
Race	45	45	55	64	50	46
Color	14	16	28	32	23	22
Religion	2	4	1	4	3	1
Reprisal	57	32	51	52	54	52
Sex	39	37	42	41	39	59
PDA	0	1	0	0	1	0
National Origin	10	9	14	7	10	18
Equal Pay Act	0	0	0	0	1	0
Age	32	27	48	48	41	34
Disability	39	31	47	40	44	48
Genetics	0	0	0	0	0	1
Non-EEO	0	1	0	0	2	1

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Complaints by Issue

Complaints by Issue	2013	2014	2015	2016	2017	2018 Thru 09-30
Appointment/Hire	6	8	7	9	11	9
Assignment of Duties	7	4	3	7	14	11
Awards	2	3	2	2	3	4
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	1
Reprimand	1	2	4	6	2	3
Suspension	5	3	3	5	5	4
Removal	0	3	1	4	2	2
Other	0	0	0	3	0	0
Duty Hours	3	0	1	1	3	3
Perf. Eval./ Appraisal	4	4	2	2	4	10
Examination/Test	0	0	0	0	2	0
Harassment						
Non-Sexual	54	32	44	47	37	55
Sexual	3	2	3	2	6	5
Medical Examination	1	1	1	0	1	3
Pay including overtime	1	1	0	3	1	2
Promotion/Non-Selection	13	15	39	33	24	31
Reassignment						
Denied	1	3	1	1	0	2
Directed	2	3	2	2	4	8
Reasonable Accommodation Disability	12	10	9	7	8	10
Reinstatement	1	0	0	1	0	0
Religious Accommodation	0	0	0	2	0	0
Retirement	0	1	1	1	1	0
Sex-Stereotyping	0	0	0	0	2	0
Telework	0	0	0	6	4	1
Termination	1	3	8	5	7	9
Terms/Conditions of Employment	10	8	10	13	9	6
Time and Attendance	7	1	2	4	9	10
Training	5	3	3	4	2	9
Other						
User Defined - Other 1	0	0	0	1	1	0
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

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Processing Time

Processing Time	2013	2014	2015	2016	2017	2018 Thru 09-30
Complaints pending during fiscal year						
Average number of days in investigation	215.02	133.58	171.18	178.93	205.21	226.99
Average number of days in final action	48.53	73.42	94.89	90.79	140.92	114.38
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	207.78	133.20	164.44	183.83	210.19	234.54
Average number of days in final action	17.06	24.60	32.00	52.30	69.46	57.17
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	231.11	134.25	185.00	172.33	196.41	218.94
Average number of days in final action	76.68	146.65	142.81	122.54	221.04	201.68

Complaints Dismissed by Agency

Complaints Dismissed by Agency	2013	2014	2015	2016	2017	2018 Thru 09-30
Total Complaints Dismissed by Agency	4	0	26	13	9	12
Average days pending prior to dismissal	138	-152	59.38	25.92	87.89	33
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	11	10	11	17	16

Total Final Agency Actions Finding Discrimination

Total Final Agency Actions Finding Discrimination	2013		2014		2015		2016		2017		2018 Thru 09-30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		3		0		0		1	
Without Hearing	0	0	0	0	1	100	0	0	0	0	1	100
With Hearing	0	0	1	100	2	100	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status	2013	2014	2015	2016	2017	2018 Thru 09-30
Total complaints from previous Fiscal Years	0	0	67	89	118	123
Total Complainants	210	228	64	85	110	111
Number complaints pending						
Investigation	76	86	1	0	9	10
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	65	60	63	81	109	107
Final Agency Action	9	5	4	7	10	16
Appeal with EEOC Office of Federal Operations	21	30	43	37	29	16

Complaint Investigations

Complaint Investigations	2013	2014	2015	2016	2017	2018 Thru 09-30
Pending Complaints Where Investigations Exceed Required Time Frames	106	122	6	3	11	17