# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: DLA (and below) For 1st Quarter 2020 for period ending December 31, 2019

#### **Complaint Activity**

| Complaints per Fiscal Year | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 Thru 12-31 |
|----------------------------|------|------|------|------|------|-----------------|
| Number of Complaints Filed | 120  | 134  | 123  | 117  | 157  | 29              |
| Number of Complainants     | 114  | 128  | 114  | 116  | 154  | 28              |
| Repeat Filers              | 5    | 5    | 5    | 1    | 3    | 1               |

#### **Complaints by Basis**

| Complaints per Fiscal Year | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 Thru 12-31 |
|----------------------------|------|------|------|------|------|-----------------|
| Race                       | 55   | 64   | 50   | 46   | 75   | 11              |
| Color                      | 28   | 32   | 23   | 22   | 35   | 3               |
| Religion                   | 1    | 4    | 3    | 1    | 7    | 0               |
| Reprisal                   | 51   | 52   | 54   | 52   | 71   | 15              |
| Sex                        | 42   | 41   | 39   | 59   | 75   | 15              |
| PDA                        | 0    | 0    | 1    | 0    | 1    | 0               |
| National Origin            | 14   | 7    | 10   | 18   | 15   | 0               |
| Equal Pay Act              | 0    | 0    | 1    | 0    | 0    | 0               |
| Age                        | 48   | 48   | 41   | 34   | 37   | 13              |
| Disability                 | 47   | 40   | 44   | 48   | 61   | 10              |
| Genetics                   | 0    | 0    | 0    | 1    | 0    | 0               |
| Non-EEO                    | 0    | 0    | 2    | 1    | 1    | 0               |

| Complaints per Fiscal Year          | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 Thru 12-31 |
|-------------------------------------|------|------|------|------|------|-----------------|
| Appointment/Hire                    | 7    | 9    | 11   | 9    | 10   | 1               |
| Assignment of Duties                | 3    | 7    | 14   | 11   | 13   | 2               |
| Awards                              | 2    | 2    | 3    | 4    | 4    | 4               |
| Conversion to Full Time/Perm Status | 0    | 0    | 0    | 0    | 0    | 0               |
| Disciplinary Action                 |      |      |      |      |      |                 |
| Demotion                            | 0    | 1    | 0    | 1    | 2    | 1               |
| Reprimand                           | 4    | 6    | 2    | 3    | 4    | 0               |
| Suspension                          | 3    | 5    | 5    | 4    | 5    | 0               |
| Removal                             | 1    | 4    | 2    | 2    | 8    | 1               |
| Other                               | 0    | 3    | 0    | 0    | 0    | 0               |
| Duty Hours                          | 1    | 1    | 3    | 3    | 2    | 0               |
| Perf. Eval./ Appraisal              | 2    | 2    | 4    | 10   | 11   | 0               |
| Examination/Test                    | 0    | 0    | 2    | 0    | 1    | 0               |
| Harassment                          |      |      |      |      |      |                 |
| Non-Sexual                          | 44   | 47   | 37   | 55   | 64   | 10              |
| Sexual                              | 3    | 2    | 6    | 5    | 3    | 1               |
| Medical Examination                 | 1    | 0    | 1    | 3    | 1    | 0               |
| Pay including overtime              | 0    | 3    | 1    | 2    | 1    | 2               |
| Promotion/Non-Selection             | 39   | 33   | 24   | 31   | 26   | 8               |
| Reassignment                        |      |      |      |      |      |                 |
| Denied                              | 1    | 1    | 0    | 2    | 3    | 2               |
| Directed                            | 2    | 2    | 4    | 8    | 14   | 1               |
| Reasonable Accommodation Disability | 9    | 7    | 8    | 10   | 11   | 3               |
| Reinstatement                       | 0    | 1    | 0    | 0    | 0    | 0               |
| Religious Accommodation             | 0    | 2    | 0    | 0    | 1    | 0               |
| Retirement                          | 1    | 1    | 1    | 0    | 2    | 0               |
| Sex-Stereotyping                    | 0    | 0    | 2    | 0    | 0    | 0               |
| Telework                            | 0    | 6    | 4    | 1    | 7    | 0               |
| Termination                         | 8    | 5    | 7    | 9    | 20   | 2               |
| Terms/Conditions of Employment      | 10   | 13   | 9    | 6    | 9    | 2               |
| Time and Attendance                 | 2    | 4    | 9    | 10   | 12   | 2               |
| Training                            | 3    | 4    | 2    | 9    | 5    | 0               |
| Other                               |      |      |      |      |      |                 |
| User Defined - Other 1              | 0    | 1    | 1    | 0    | 1    | 2               |
| 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               |

# Complaints by Issue

#### **Processing Time**

| Complaints per Fiscal Year              | 2015    | 2016    | 2017     | 2018    | 2019   | 2020 Thru<br>12-31 |
|-----------------------------------------|---------|---------|----------|---------|--------|--------------------|
| Complaints pending during fiscal yea    | r       |         |          |         |        |                    |
| Average number of days in investigation | 171.18  | 178.93  | 205.21   | 226.99  | 244.62 | 216.43             |
| Average number of days in final action  | 94.89   | 90.79   | 140.92   | 114.38  | 110.31 | 98.00              |
| Complaint pending during fiscal year    | where h | nearing | was requ | uested  |        |                    |
| Average number of days in investigation | 164.44  | 183.83  | 210.19   | 234.54  | 245.79 | 212.58             |
| Average number of days in final action  | 32.00   | 52.30   | 69.46    | 57.17   | 45.10  | 55.89              |
| Complaint pending during fiscal year    | where h | hearing | was not  | request | ed     |                    |
| Average number of days in investigation | 185.00  | 172.33  | 196.41   | 218.94  | 242.89 | 227.62             |
| Average number of days in final action  | 142.81  | 122.54  | 221.04   | 201.68  | 213.15 | 58.00              |

#### Complaints Dismissed by Agency

| Complaints per Fiscal Year                    | 2015  | 2016  | 2017  | 2018  | 2019  | 2020 Thru 12-<br>31 |
|-----------------------------------------------|-------|-------|-------|-------|-------|---------------------|
| Total Complaints Dismissed by Agency          | 26    | 13    | 9     | 12    | 29    | 4                   |
| Average days pending prior to dismissal       | 59.38 | 25.92 | 87.89 | 33    | 37.63 | 81                  |
| Complaints Withd                              | lrawn | by Co | mplai | nants |       |                     |
| Total Complaints Withdrawn by<br>Complainants | 10    | 11    | 17    | 16    | 14    | 5                   |

### **Total Final Agency Actions Finding Discrimination**

| Complaints per Fiscal Year | 2 | 2015 |   | 2016 |   | 2017 |   | 2018 |   | 019 | 2020 Thru 12-31 |     |
|----------------------------|---|------|---|------|---|------|---|------|---|-----|-----------------|-----|
| Complaints per Fiscal Year | # | %    | # | %    | # | %    | # | %    | # | %   | #               | %   |
| Total Number Findings      | 3 |      | 0 |      | 0 |      | 1 |      | 2 |     | 1               |     |
| Without Hearing            | 1 | 0    | 0 | 0    | 0 | 0    | 1 | 100  | 1 | 50  | 1               | 100 |
| With Hearing               | 2 | 100  | 0 | 0    | 0 | 0    | 0 | 0    | 1 | 50  | 0               | 0   |

## Findings of Discrimination Rendered by Basis

Total Number Findings

| Comulainta non Figoal Voor | 2 | 015 | 5 2016 |   | 20 | 2017 |   | 2018 |   | 019 | 2020 Thru 12-3 |   |
|----------------------------|---|-----|--------|---|----|------|---|------|---|-----|----------------|---|
| Complaints per Fiscal Year | # | %   | #      | % | #  | %    | # | %    | # | %   | #              | % |
| Total Number Findings      | 3 |     | 0      |   | 0  |      | 1 |      | 2 |     | 0              |   |
| Race                       | 2 | 67  | 0      | 0 | 0  | 0    | 0 | 0    | 0 | 0   | 0              | 0 |
| Color                      | 1 | 33  | 0      | 0 | 0  | 0    | 0 | 0    | 0 | 0   | 0              | 0 |
| Religion                   | 0 | 0   | 0      | 0 | 0  | 0    | 0 | 0    | 0 | 0   | 0              | 0 |
| Reprisal                   | 2 | 67  | 0      | 0 | 0  | 0    | 0 | 0    | 1 | 50  | 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 |
| Age                        | 0 | 0   | 0      | 0 | 0  | 0    | 0 | 0    | 0 | 0   | 0              | 0 |
| Disability                 | 1 | 33  | 0      | 0 | 0  | 0    | 1 | 100  | 2 | 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 After Hearing

| Complete to a set Very     | 2 | 015 | 20 | 2016 |   | )17 | 2( | )18 | 2 | 019 | 2020 T | 'hru 12-31 |
|----------------------------|---|-----|----|------|---|-----|----|-----|---|-----|--------|------------|
| Complaints per Fiscal Year | # | %   | #  | %    | # | %   | #  | %   | # | %   | #      | %          |
| Findings After Hearing     | 2 | -   | 0  | -    | 0 | -   | 0  | -   | 1 | -   | 0      | -          |
| Race                       | 2 | 100 | 0  | 0    | 0 | 0   | 0  | 0   | 0 | 0   | 0      | 0          |
| Color                      | 1 | 50  | 0  | 0    | 0 | 0   | 0  | 0   | 0 | 0   | 0      | 0          |
| Religion                   | 0 | 0   | 0  | 0    | 0 | 0   | 0  | 0   | 0 | 0   | 0      | 0          |
| Reprisal                   | 2 | 100 | 0  | 0    | 0 | 0   | 0  | 0   | 1 | 100 | 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          |
| 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 Without Hearing

| Compleinte non Fiscal Veen      | 2 | 015 | 20 | )16 | 20 | )17 | 2 | 018 | 2 | 019 | 2020 T | 'hru 12-31 |
|---------------------------------|---|-----|----|-----|----|-----|---|-----|---|-----|--------|------------|
| Complaints per Fiscal Year      | # | %   | #  | %   | #  | %   | # | %   | # | %   | #      | %          |
| <b>Findings Without Hearing</b> | 1 | I   | 0  | I   | 0  | I   | 1 | -   | 1 | -   | 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   | 0  | 0   | 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          |
| Age                             | 0 | 0   | 0  | 0   | 0  | 0   | 0 | 0   | 0 | 0   | 0      | 0          |
| Disability                      | 1 | 100 | 0  | 0   | 0  | 0   | 1 | 100 | 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 Total Number Findings

| Complaints non Fiscal Vaar          | 20 | 015 | 20 | )16 | 20 | )17 | 2 | 018 | 20 | )19 | 2020 T | 'hru 12-31 |
|-------------------------------------|----|-----|----|-----|----|-----|---|-----|----|-----|--------|------------|
| Complaints per Fiscal Year          | #  | %   | #  | %   | #  | %   | # | %   | #  | %   | #      | %          |
| Total Number Findings               | 3  | -   | 0  | -   | 0  | -   | 1 | -   | 2  | -   | 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                 |    |     |    | •   |    | •   |   |     |    |     |        |            |
| Demotion                            | 0  | 0   | 0  | 0   | 0  | 0   | 0 | 0   | 0  | 0   | 0      | 0          |
| Reprimand                           | 1  | 33  | 0  | 0   | 0  | 0   | 1 | 100 | 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          |
| 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          |
| 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          |
| Non-Sexual                          | 2  | 67  | 0  | 0   | 0  | 0   | 1 | 100 | 1  | 50  | 0      | 0          |
| Sexual                              | 0  | 0   | 0  | 0   | 0  | 0   | 0 | 0   | 0  | 0   | 0      | 0          |
| Medical Examination                 | 1  | 33  | 0  | 0   | 0  | 0   | 0 | 0   | 1  | 50  | 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   | 1 | 100 | 0  | 0   | 0      | 0          |
| Reassignment                        |    | 1   | 1  | 1   | 1  | 1   |   |     |    |     |        | I          |
| 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   | 1  | 50  | 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                 | 1  | 33  | 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          |
| User Defined - Other 2              | 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          |

| Fiscal Year                         | 2 | 015 | 2( | )16 | 20       | )17 | 20 | )18 | 2 | 019 | 2020 T | hru 12-3 |
|-------------------------------------|---|-----|----|-----|----------|-----|----|-----|---|-----|--------|----------|
| riscai i ear                        | # | %   | #  | %   | #        | %   | #  | %   | # | %   | #      | %        |
| Findings After Hearing              | 2 | -   | 0  | -   | 0        | -   | 0  | -   | 1 | -   | 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                 |   |     |    |     |          |     |    |     |   |     |        |          |
| Demotion                            | 0 | 0   | 0  | 0   | 0        | 0   | 0  | 0   | 0 | 0   | 0      | 0        |
| Reprimand                           | 1 | 50  | 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        |
| 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        |
| 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                          | 2 | 100 | 0  | 0   | 0        | 0   | 0  | 0   | 1 | 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             | 0 | 0   | 0  | 0   | 0        | 0   | 0  | 0   | 0 | 0   | 0      | 0        |
| Reassignment                        |   |     |    |     | <u> </u> |     |    |     |   |     |        |          |
| 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   | 1 | 100 | 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                 | 1 | 50  | 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        |
| User Defined - Other 2              | 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        |

| Fiscal Year                         | 2 | 015 | 20 | )16 | 20 | )17 | 2 | 018 | 2 | 019 | 2020 T | hru 12-3 |
|-------------------------------------|---|-----|----|-----|----|-----|---|-----|---|-----|--------|----------|
| riscai i car                        | # | %   | #  | %   | #  | %   | # | %   | # | %   | #      | %        |
| Findings Without Hearing            | 1 | -   | 0  | -   | 0  | -   | 1 | -   | 1 | -   | 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                 |   |     |    |     |    |     |   |     |   |     |        |          |
| Demotion                            | 0 | 0   | 0  | 0   | 0  | 0   | 0 | 0   | 0 | 0   | 0      | 0        |
| Reprimand                           | 0 | 0   | 0  | 0   | 0  | 0   | 1 | 100 | 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        |
| 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        |
| 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   | 1 | 100 | 0 | 0   | 0      | 0        |
| Sexual                              | 0 | 0   | 0  | 0   | 0  | 0   | 0 | 0   | 0 | 0   | 0      | 0        |
| Medical Examination                 | 1 | 100 | 0  | 0   | 0  | 0   | 0 | 0   | 1 | 100 | 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   | 1 | 100 | 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        |
| User Defined - Other 2              | 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        |

| Fiscal Year                                   | 2015 | 2016 | 2017 | 2018 | 2019 | 2020<br>Thru<br>12-31 |  |  |  |  |
|-----------------------------------------------|------|------|------|------|------|-----------------------|--|--|--|--|
| Total complaints from previous Fiscal Years   | 67   | 89   | 118  | 123  | 109  | 203                   |  |  |  |  |
| Total Complainants                            | 64   | 85   | 110  | 111  | 102  | 196                   |  |  |  |  |
| Number complaints pending                     |      |      |      |      |      |                       |  |  |  |  |
| Investigation                                 | 1    | 0    | 9    | 10   | 6    | 56                    |  |  |  |  |
| ROI issued, pending Complainant's action      | 0    | 0    | 0    | 0    | 0    | 2                     |  |  |  |  |
| Hearing                                       | 63   | 81   | 109  | 107  | 84   | 108                   |  |  |  |  |
| Final Agency Action                           | 4    | 7    | 10   | 16   | 24   | 43                    |  |  |  |  |
| Appeal with EEOC Office of Federal Operations | 43   | 37   | 29   | 16   | 23   | 24                    |  |  |  |  |

#### Pending Complaints Filed in Previous Fiscal Years by Status

### Complaint Investigations

| Fiscal Year                                                            | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 Thru<br>12-31 |
|------------------------------------------------------------------------|------|------|------|------|------|--------------------|
| Pending Complaints Where Investigations<br>Exceed Required Time Frames | 6    | 3    | 11   | 17   | 17   | 18                 |

Note: Complaints can be filed alleging multiple bases.

The sum of the bases may not equal total complaints filed. The sum of the bases may not equal total complaints and findings.