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

For 2nd Quarter 2020 for period ending March 31, 2019

Complaint Activity

Complaints per Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31
Number of Complaints Filed	120	134	123	117	157	72
Number of Complainants	114	128	114	116	154	70
Repeat Filers	5	5	5	1	3	2

Complaints by Basis

Complaints per Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31
Race	55	64	50	46	75	30
Color	28	32	23	22	35	9
Religion	1	4	3	1	7	1
Reprisal	51	52	54	52	71	36
Sex	42	41	39	59	75	34
PDA	0	0	1	0	1	0
National Origin	14	7	10	18	15	3
Equal Pay Act	0	0	1	0	0	0
Age	48	48	41	34	37	26
Disability	47	40	44	48	61	28
Genetics	0	0	0	1	0	0
Non-EEO	0	0	2	1	1	0

Complaints by Issue

omplaints by Issue Complaints per Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31
Appointment/Hire	7	9	11	9	10	1
Assignment of Duties	3	7	14	11	13	5
Awards	2	2	3	4	4	6
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action	-!					
Demotion	0	1	0	1	2	2
Reprimand	4	6	2	3	4	2
Suspension	3	5	5	4	5	4
Removal	1	4	2	2	8	7
Other	0	3	0	0	0	2
Duty Hours	1	1	3	3	2	0
Perf. Eval./ Appraisal	2	2	4	10	11	2
Examination/Test	0	0	2	0	0	0
Harassment						
Non-Sexual	44	47	37	55	64	25
Sexual	3	2	6	5	3	3
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	12
Reassignment						
Denied	1	1	0	2	3	2
Directed	2	2	4	8	14	4
Reasonable Accommodation Disability	9	7	8	10	11	7
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	1
Termination	8	5	7	9	20	4
Terms/Conditions of Employment	10	13	9	6	9	7
Time and Attendance	2	4	9	10	12	3
Training	3	4	2	9	5	1
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

Processing Time

Complaints per Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31
Complaints pending during fiscal yea	r					
Average number of days in investigation	171.18	178.93	205.21	226.99	244.62	235.71
Average number of days in final action	94.89	90.79	140.92	114.38	110.31	94.04
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	221.14
Average number of days in final action	32.00	52.30	69.46	57.17	45.10	56.43
Complaint pending during fiscal year	where h	nearing	was not	requeste	ed	
Average number of days in investigation	185.00	172.33	196.41	218.94	242.89	257.00
Average number of days in final action	142.81	122.54	221.04	201.68	213.15	204.50

Complaints Dismissed by Agency

Complaints per Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03- 31
Total Complaints Dismissed by Agency	26	13	9	12	29	13
Average days pending prior to dismissal	59.38	25.92	87.89	33	37.63	157.54
Complaints Witho	drawn	by Co	mplai	nants		
Total Complaints Withdrawn by Complainants	10	11	17	16	14	8

Total Final Agency Actions Finding Discrimination

Complaints par Fiscal Voor		2015		2016		2017		2018		019	2020 Thru 03-31	
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		0		1		2		2	
Without Hearing	1	0	0	0	0	0	1	100	1	50	1	50
With Hearing	2	100	0	0	0	0	0	0	1	50	1	50

Findings of Discrimination Rendered by Basis

Total Number Findings

Consoleinte on Final Van	2	2015		16	20	17	2	018	2	019	2020) Thru 03-31	
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		0		0		1		2		1		
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	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	

Findings After Hearing

Complaints por Fiscal Voor		2015		2016		2017		2018		019	2020 Thru 03-31		
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	2		0		0		0		1		1		
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	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	

Findings Without Hearing

Camalainta and Eisaal Vaan	2	015	20	16	20	17	2	018	2	019	2020 T	hru 03-31
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	1		0		0		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

Campleints non Figural Voca)15	15 20		2017		7 2018		20	019	2020	Thru 03-31
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		0		1		2		1	
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					<u> </u>				<u> </u>	<u>I</u>		
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												
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												
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	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	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

Findings After Hearing

ndings After Hearing		2015		2016		2017		7 2018		019	2020	Thru 03-31
Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	2		0		0		0		1		1	
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			I.			l					
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												
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												
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	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	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

Findings Without Hearing

Fireal Veer		2015		2016		5 2017		018	3 2019		2020 Thru 03-31	
Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
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												l
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

Pending Complaints Filed in Previous Fiscal Years by Status

Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31				
Total complaints from previous Fiscal Years	67	89	118	123	109	179				
Total Complainants	64	85	110	111	102	172				
Number complaints pending										
Investigation	1	0	9	10	6	36				
ROI issued, pending Complainant's action	0	0	0	0	0	6				
Hearing	63	81	109	107	84	104				
Final Agency Action	4	7	10	16	24	40				
Appeal with EEOC Office of Federal Operations	43	37	29	16	23	30				

Complaint Investigations

Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31
Pending Complaints Where Investigations Exceed Required Time Frames	6	3	11	17	17	26

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.