

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: PH-DCMA (and below)

For 1st Quarter 2017 for period ending December 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 31-Dec
	2012	2013	2014	2015	2016	
Number of Complaints Filed	43	46	44	43	50	8
Number of Complainants	40	46	41	42	49	8
Repeat Filers	3	0	3	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 31-Dec
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	23	19	26	12	16	1
Color	6	6	9	4	2	0
Religion	3	2	5	2	2	1
Reprisal	9	12	22	28	30	5
Sex	15	13	20	19	15	3
PDA	0	0	0	0	0	0
National Origin	9	10	7	4	3	1
Equal Pay Act	0	0	0	0	0	0
Age	16	16	25	23	17	1
Disability	15	12	16	13	18	3
Genetics	2	0	0	0	0	0
Non-EEO	1	1	1	1	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 31-Dec
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	4	2	3	5	8	0
Assignment of Duties	2	2	5	5	7	0
Awards	1	0	1	1	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						

Demotion	1	1	1	1	0	0
Reprimand	4	0	2	5	0	1
Suspension	2	2	2	8	1	0
Removal	1	2	0	2	1	0
Other	0	0	0	0	0	0
Duty Hours	2	1	0	0	0	0
Perf. Eval./ Appraisal	4	2	1	2	4	1
Examination/Test	0	0	1	0	0	0
<b>Harassment</b>						
Non-Sexual	13	14	22	22	21	5
Sexual	0	1	0	1	2	0
Medical Examination	0	0	0	1	1	0
Pay including overtime	0	0	1	0	2	0
Promotion/Non-Selection	9	14	12	12	17	4
<b>Reassignment</b>						
Denied	0	0	1	1	0	0
Directed	0	0	0	1	2	0
Reasonable Accommodation Disability	4	0	3	3	6	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	3	1
Termination	3	4	1	2	2	1
Terms/Conditions of Employment	0	0	2	6	5	0
Time and Attendance	2	0	3	2	4	2
Training	1	1	0	1	2	1
<b>Other</b>						
Constructive Discharge	0	0	0	0	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 31-Dec</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Complaints pending during fiscal year						
Average number of days in investigation	377.32	318.19	205.15	184.91	204.81	195.38
Average number of days in final action	32	26.36	31.64	8.22	21.03	20.4
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	389.07	353.05	200.84	202.48	208.52	200.17
Average number of days in final action	41	21.25	23.75	0	15.15	13.5
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	344.4	272.44	215.38	130	202.42	191.29









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												
Constructive Discharge	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
	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 31-Dec</b>						
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total complaints from previous Fiscal Years	20	20	28	33	37	63						
Total Complainants	20	20	28	30	35	61						
<b>Number complaints pending</b>												
Investigation	5	3	3	2	1	10						
ROI issued, pending Complainant's action	1	1	0	0	0	5						
Hearing	14	16	25	30	36	46						
Final Agency Action	3	5	4	2	1	0						
Appeal with EEOC Office of Federal Operations	3	3	4	1	3	0						
	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 31-Dec</b>						
<b>Complaint Investigations</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	14	7	4	5	1	3						