

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

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Sep
	2012	2013	2014	2015	2016	
Number of Complaints Filed	43	46	44	43	50	50
Number of Complainants	40	46	41	42	49	46
Repeat Filers	3	0	3	1	1	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Sep
	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	20
Color	6	6	9	4	2	11
Religion	3	2	5	2	2	4
Reprisal	9	12	22	28	30	30
Sex	15	13	20	19	15	21
PDA	0	0	0	0	0	1
National Origin	9	10	7	4	3	6
Equal Pay Act	0	0	0	0	0	0
Age	16	16	25	23	17	14
Disability	15	12	16	13	18	23
Genetics	2	0	0	0	0	0
Non-EEO	1	1	1	1	0	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Sep
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	4	2	3	5	8	5
Assignment of Duties	2	2	5	5	7	10
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	1
Reprimand	4	0	2	5	0	3
Suspension	2	2	2	8	1	2
Removal	1	2	0	2	1	0
Other	0	0	0	0	0	0
Duty Hours	2	1	0	0	0	2
Perf. Eval./ Appraisal	4	2	1	2	4	5
Examination/Test	0	0	1	0	0	0
<b>Harassment</b>						
Non-Sexual	13	14	22	22	21	20
Sexual	0	1	0	1	2	1
Medical Examination	0	0	0	1	1	2
Pay including overtime	0	0	1	0	2	0
Promotion/Non-Selection	9	14	12	12	17	11
<b>Reassignment</b>						
Denied	0	0	1	1	0	1
Directed	0	0	0	1	2	3
Reasonable Accommodation Disability	4	0	3	3	6	8
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	3	9
Termination	3	4	1	2	2	5

Terms/Conditions of Employment	0	0	2	6	5	12						
Time and Attendance	2	0	3	2	4	11						
Training	1	1	0	1	2	5						
<b>Other</b>												
Constructive Discharge	0	0	0	0	1	1						
<b>Processing Time</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017 Thru 30-Sep</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	204.35						
Average number of days in final action	32	26.36	31.64	8.22	21.03	78.04						
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	200.54						
Average number of days in final action	41	21.25	23.75	0	15.15	7.75						
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	208						
Average number of days in final action	29	40	34.8	31.5	25.86	32.62						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017 Thru 30-Sep</b>	
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total Complaints Dismissed by Agency	16	11	10	5	2	5						
Average days pending prior to dismissal	167.5	107.45	10.7	14.2	20	155.2						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	5	2	6	6	7	3						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017 Thru 30-Sep</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0		2		0		1		0		0	
Without Hearing	0	0	0	0	0	0	1	100	0	0	0	0
With Hearing	0	0	2	100	0	0	0	0	0	0	0	0









Reprimand	0	0	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	0	0	0	0	0	0	0	0	0	0	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	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												
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</b>						
							<b>Thru</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>	<b>30-Sep</b>
Total complaints from previous Fiscal Years	20	20	28	33	37	43
Total Complainants	20	20	28	30	35	40
<b>Number complaints pending</b>						
Investigation	5	3	3	2	1	1
ROI issued, pending Complainant's action	1	1	0	0	0	0
Hearing	14	16	25	30	36	42
Final Agency Action	3	5	4	2	1	0
Appeal with EEOC Office of Federal Operations	3	3	4	1	3	4
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 30-Sep</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Pending Complaints Where Investigations Exceed Required Time	14	7	4	5	1	4