

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## PH-DCMA (and below)

For 3rd Quarter 2018 for period ending June 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Jun
	2013	2014	2015	2016	2017	
Number of Complaints Filed	46	44	43	50	50	49
Number of Complainants	46	41	42	49	46	43
Repeat Filers	0	3	1	1	3	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Jun
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	19	26	12	16	20	21
Color	6	9	4	2	11	6
Religion	2	5	2	2	4	4
Reprisal	12	22	28	30	30	21
Sex	13	20	19	15	21	18
PDA	0	0	0	0	1	0
National Origin	10	7	4	3	6	7
Equal Pay Act	0	0	0	0	0	0
Age	16	25	23	17	14	21
Disability	12	16	13	18	23	17
Genetics	0	0	0	0	0	0
Non-EEO	1	1	1	0	2	1
	Comparative Data					
	Previous Fiscal Year Data					2018

Complaints by Issue	PREVIOUS FISCAL YEAR DATA					Thru 30-Jun
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	2	3	5	8	6	5
Assignment of Duties	2	5	5	7	11	8
Awards	0	1	1	2	0	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	1	0	1	1
Reprimand	0	2	5	0	3	5
Suspension	2	2	8	1	3	1
Removal	2	0	2	1	0	2
Other	0	0	0	0	0	0
Duty Hours	1	0	0	0	3	2
Perf. Eval./ Appraisal	2	1	2	4	5	8
Examination/Test	0	1	0	0	0	0
<b>Harassment</b>						
Non-Sexual	14	22	22	21	20	15
Sexual	1	0	1	2	1	0
Medical Examination	0	0	1	1	2	2
Pay including overtime	0	1	0	2	0	6
Promotion/Non-Selection	14	12	12	17	12	13
<b>Reassignment</b>						
Denied	0	1	1	0	1	0
Directed	0	0	1	2	4	2
Reasonable Accommodation Disability	0	3	3	6	8	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	3	9	10
Termination	4	1	2	2	5	4
Terms/Conditions of Employment	0	2	6	5	12	12
Time and Attendance	0	3	2	4	11	9
Training	1	0	1	2	5	7
<b>Other</b>						
Constructive Discharge	0	0	0	1	2	0











Training	0	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	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2018 Thru 30-Jun</b>						
	<b>Previous Fiscal Year Data</b>												
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>								
Total complaints from previous Fiscal Years	20	28	33	37	43	59							
Total Complainants	20	28	30	35	40	52							
<b>Number complaints pending</b>													
Investigation	3	3	2	1	1	0							
ROI issued, pending Complainant's action	1	0	0	0	0	2							
Hearing	16	25	30	36	42	52							
Final Agency Action	5	4	2	1	0	4							
Appeal with EEOC Office of Federal Operations	3	4	1	3	4	4							
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2018 Thru 30-Jun</b>						
	<b>Previous Fiscal Year Data</b>												
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>								
Pending Complaints Where Investigations Exceed Required Time Frames	7	4	5	1	4	3							