

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

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Sep
	2013	2014	2015	2016	2017	
Number of Complaints Filed	46	44	43	50	50	61
Number of Complainants	46	41	42	49	46	51
Repeat Filers	0	3	1	1	3	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 30-Sep
	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	28
Color	6	9	4	2	11	9
Religion	2	5	2	2	4	8
Reprisal	12	22	28	30	30	24
Sex	13	20	19	15	21	21
PDA	0	0	0	0	1	0
National Origin	10	7	4	3	6	9
Equal Pay Act	0	0	0	0	0	0
Age	16	25	23	17	14	29
Disability	12	16	13	18	23	19
Genetics	0	0	0	0	0	1
Non-EEO	1	1	1	0	2	1
	Comparative Data					
	Previous Fiscal Year Data					2018

Complaints by Issue	PREVIOUS FISCAL YEAR DATA					Thru 30-Sep
	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	8
Assignment of Duties	2	5	5	7	11	12
Awards	0	1	1	2	0	3
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	1	0	1	1
Reprimand	0	2	5	0	3	5
Suspension	2	2	8	1	3	2
Removal	2	0	2	1	0	2
Other	0	0	0	0	0	1
Duty Hours	1	0	0	0	3	2
Perf. Eval./ Appraisal	2	1	2	4	5	11
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	14	22	22	21	20	16
Sexual	1	0	1	2	1	0
Medical Examination	0	0	1	1	2	2
Pay including overtime	0	1	0	2	0	8
Promotion/Non-Selection	14	12	12	17	12	14
Reassignment						
Denied	0	1	1	0	1	0
Directed	0	0	1	2	4	2
Reasonable Accommodation Disability	0	3	3	6	8	8
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	11
Termination	4	1	2	2	5	4
Terms/Conditions of Employment	0	2	6	5	12	15
Time and Attendance	0	3	2	4	11	10
Training	1	0	1	2	5	7
Other						
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2018 Thru 30-Sep						
	Previous Fiscal Year Data												
	2013	2014	2015	2016	2017								
Total complaints from previous Fiscal Years	20	28	33	37	43	52							
Total Complainants	20	28	30	35	40	45							
Number complaints pending													
Investigation	3	3	2	1	1	0							
ROI issued, pending Complainant's action	1	0	0	0	0	0							
Hearing	16	25	30	36	42	47							
Final Agency Action	5	4	2	1	0	6							
Appeal with EEOC Office of Federal Operations	3	4	1	3	4	4							
Complaint Investigations	Comparative Data						2018 Thru 30-Sep						
	Previous Fiscal Year Data												
	2013	2014	2015	2016	2017								
Pending Complaints Where Investigations Exceed Required Time Frames	7	4	5	1	4	8							