

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

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Mar
	2014	2015	2016	2017	2018	
Number of Complaints Filed	44	43	50	50	61	23
Number of Complainants	41	42	49	46	51	23
Repeat Filers	3	1	1	3	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Mar
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	26	12	16	20	28	10
Color	9	4	2	11	10	4
Religion	5	2	2	4	9	3
Reprisal	22	28	30	30	26	14
Sex	20	19	15	21	22	11
PDA	0	0	0	1	0	0
National Origin	7	4	3	6	9	1
Equal Pay Act	0	0	0	0	0	0
Age	25	23	17	14	29	10
Disability	16	13	18	23	20	8
Genetics	0	0	0	0	1	0
Non-EEO	1	1	0	2	1	1
Complaints by Issue	Comparative Data					

	Previous Fiscal Year Data					2019 Thru 31-Mar
	2014	2015	2016	2017	2018	
<b>Note: Complaints can be filed alleging multiple bases.</b>						
<b>The sum of the bases may not equal total complaints filed.</b>						
Appointment/Hire	3	5	8	6	8	3
Assignment of Duties	5	5	7	11	14	8
Awards	1	1	2	0	3	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	0	1	2	1
Reprimand	2	5	0	3	5	1
Suspension	2	8	1	3	2	0
Removal	0	2	1	0	2	1
Other	0	0	0	0	1	0
Duty Hours	0	0	0	3	2	0
Perf. Eval./ Appraisal	1	2	4	5	11	4
Examination/Test	1	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	22	22	21	20	18	9
Sexual	0	1	2	1	0	1
Medical Examination	0	1	1	2	2	0
Pay including overtime	1	0	2	0	8	1
Promotion/Non-Selection	12	12	17	12	16	3
<b>Reassignment</b>						
Denied	1	1	0	1	0	0
Directed	0	1	2	4	2	1
Reasonable Accommodation Disability	3	3	6	8	8	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	3	9	11	2
Termination	1	2	2	5	4	0
Terms/Conditions of Employment	2	6	5	12	18	6
Time and Attendance	3	2	4	11	11	5
Training	0	1	2	5	9	2
<b>Other</b>						
Constructive Discharge	0	0	1	2	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Mar
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	205.15	184.91	204.8	204.35	247.07	264.46
Average number of days in final action	31.64	8.22	21.03	78.04	17.89	43.83
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	200.84	202.48	208.5	199.7	243.21	255.53
Average number of days in final action	23.75	0	15.15	7.75	0.25	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	215.38	130	202.4	209.58	252.65	274.77
Average number of days in final action	34.8	31.5	25.86	32.62	42.55	52.6
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Mar
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	10	5	2	5	3	0
Average days pending prior to dismissal	10.7	14.2	20	155.2	14	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	6	6	7	3	6	2
Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					2019 Thru







<b>Findings Without Hearing</b>	0		0		0		0		0		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
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	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
<b>Harassment</b>												
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	0	0	0	0	0	0
<b>Reassignment</b>												
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
<b>Other - User Define</b>												
Constructive Discharge	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>Previous Fiscal Year Data</b>					<b>2019 Thru 31-Mar</b>						
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total complaints from previous Fiscal Years	28	33	37	43	49	84						

Total Complainants	28	30	35	40	42	68
<b>Number complaints pending</b>						
Investigation	3	2	1	1	0	11
ROI issued, pending Complainant's action	0	0	0	0	0	4
Hearing	25	30	36	42	47	61
Final Agency Action	4	2	1	0	3	6
Appeal with EEOC Office of Federal Operations	4	1	3	4	4	4
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 31-Mar</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	4	5	1	4	7	7