

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

For 3rd Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
Number of Complaints Filed	44	43	50	50	61	36
Number of Complainants	41	42	49	46	51	36
Repeat Filers	3	1	1	3	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	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	14
Color	9	4	2	11	10	6
Religion	5	2	2	4	9	3
Reprisal	22	28	30	30	26	22
Sex	20	19	15	21	22	18
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	14
Disability	16	13	18	23	20	9
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 30-Jun
	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>						
Appointment/Hire	3	5	8	6	8	5
Assignment of Duties	5	5	7	11	14	11
Awards	1	1	2	0	3	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
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	1
Perf. Eval./ Appraisal	1	2	4	5	11	7
Examination/Test	1	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	22	22	21	20	18	16
Sexual	0	1	2	1	0	2
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	5
<b>Reassignment</b>						
Denied	1	1	0	1	0	1
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	3
Termination	1	2	2	5	4	0
Terms/Conditions of Employment	2	6	5	12	18	8
Time and Attendance	3	2	4	11	11	6
Training	0	1	2	5	9	3
<b>Other</b>						
Constructive Discharge	0	0	1	2	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 30-Jun</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	205.2	184.9	204.8	204.4	247.1	273.14
Average number of days in final action	31.64	8.22	21.03	78.04	17.89	34.11
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	200.8	202.5	208.5	199.7	243.2	268.19
Average number of days in final action	23.75	0	15.15	7.75	0.25	3.1
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	215.4	130	202.4	209.6	252.7	279.62
Average number of days in final action	34.8	31.5	25.86	32.62	42.55	68.56
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 30-Jun</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	







Examination/Test	0	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	0
Sexual	0	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	0
Pay including overtime	0	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	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation Disability	0	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	0
Religious Accommodation	0	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	0
Sex-Stereotyping	0	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	0
Termination	0	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	0
Time and Attendance	0	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	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>2019 Thru 30-Jun</b>						
	<b>Previous Fiscal Year Data</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	71							
Total Complainants	28	30	35	40	42	56							
<b>Number complaints pending</b>													
Investigation	3	2	1	1	0	3							
ROI issued, pending Complainant's action	0	0	0	0	0	3							
Hearing	25	30	36	42	47	58							
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>2019 Thru 30-Jun</b>						
	<b>Previous Fiscal Year Data</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	8							