

Equal Employment Opportunity Data

Pursuant to the No Fear Act:

PH-DCMA (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Number of Complaints Filed	44	43	50	50	61	56
Number of Complainants	41	42	49	46	51	54
Repeat Filers	3	1	1	3	2	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases.</i>						
<i>The sum of the bases may not equal total complaints filed.</i>						
Race	26	12	16	20	28	23
Color	9	4	2	11	10	9
Religion	5	2	2	4	9	8
Reprisal	22	28	30	30	26	38
Sex	20	19	15	21	22	29
PDA	0	0	0	1	0	0
National Origin	7	4	3	6	9	6
Equal Pay Act	0	0	0	0	0	0
Age	25	23	17	14	29	20
Disability	16	13	18	23	20	21
Genetics	0	0	0	0	1	1
Non-EEO	1	1	0	2	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru

Note: Complaints can be filed alleging multiple bases.	2014	2015	2016	2017	2018	30-Sep
The sum of the bases may not equal total complaints filed.						
Appointment/Hire	3	5	8	6	8	6
Assignment of Duties	5	5	7	11	14	17
Awards	1	1	2	0	3	3
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	0	1	2	2
Reprimand	2	5	0	3	5	2
Suspension	2	8	1	3	2	0
Removal	0	2	1	0	2	0
Other	0	0	0	0	1	0
Duty Hours	0	0	0	3	2	1
Perf. Eval./ Appraisal	1	2	4	5	11	10
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	22	22	21	20	18	25
Sexual	0	1	2	1	0	3
Medical Examination	0	1	1	2	2	1
Pay including overtime	1	0	2	0	8	3
Promotion/Non-Selection	12	12	17	12	16	7
Reassignment						
Denied	1	1	0	1	0	3
Directed	0	1	2	4	2	3
Reasonable Accommodation Disability	3	3	6	8	8	6
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	6
Termination	1	2	2	5	4	5
Terms/Conditions of Employment	2	6	5	12	18	15
Time and Attendance	3	2	4	11	11	10
Training	0	1	2	5	9	6
Other						
Constructive Discharge	0	0	1	2	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	Thru 30-Sep

Complaints pending during fiscal year												
Average number of days in investigation	205.15	184.91	204.81	204.35	247.07	267.32						
Average number of days in final action	31.64	8.22	21.03	78.04	17.89	22.75						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	200.84	202.48	208.52	199.7	243.21	259.21						
Average number of days in final action	23.75	0	15.15	7.75	0.25	3.21						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	215.38	130	202.42	209.58	252.65	274.9						
Average number of days in final action	34.8	31.5	25.86	32.62	42.55	60.53						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	10	5	2	5	3	2						
Average days pending prior to dismissal	10.7	14.2	20	155.2	14	47						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	6	6	7	3	6	3						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014		2015		2016		##		##		2019 Thru 30-Sep	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		1		1		0	
Without Hearing	0	0	0	0	1	100	1	100	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	1	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014		2015		2016		##		##			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		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
Disciplinary Action												
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
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	100	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
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
Findings After Hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	1	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	0	0	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	Thru 30-Sep
Total complaints from previous Fiscal Years	28	33	37	43	49	52
Total Complainants	28	30	35	40	42	42
Number complaints pending						
Investigation	3	2	1	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	25	30	36	42	47	46
Final Agency Action	4	2	1	0	3	3
Appeal with EEOC Office of Federal Operations	4	1	3	4	4	4

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019
						Thru

	2014	2015	2016	2017	2018	30-Sep	
Pending Complaints Where Investigations Exceed Required Time Frames	4	5	1	4	7	3	