

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

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
Number of Complaints Filed	43	50	50	61	56	12
Number of Complainants	42	49	46	51	54	12
Repeat Filers	1	1	3	2	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases.</i>						
<i>The sum of the bases may not equal total complaints filed.</i>						
Race	12	16	20	28	23	7
Color	4	2	11	10	9	1
Religion	2	2	4	9	8	1
Reprisal	28	30	30	26	38	7
Sex	19	15	21	22	29	7
PDA	0	0	1	0	0	0
National Origin	4	3	6	9	6	2
Equal Pay Act	0	0	0	0	0	0
Age	23	17	14	29	20	5
Disability	13	18	23	20	21	3
Genetics	0	0	0	1	1	0
Non-EEO	1	0	2	1	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	5	8	6	8	6	2
Assignment of Duties	5	7	11	14	17	2
Awards	1	2	0	3	3	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	2	2	0
Reprimand	5	0	3	5	2	0
Suspension	8	1	3	2	0	1
Removal	2	1	0	2	0	0
Other	0	0	0	1	0	0
Duty Hours	0	0	3	2	1	1
Perf. Eval./ Appraisal	2	4	5	11	10	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	22	21	20	18	25	5
Sexual	1	2	1	0	3	0
Medical Examination	1	1	2	2	1	0
Pay including overtime	0	2	0	8	3	0
Promotion/Non-Selection	12	17	12	16	7	3
Reassignment						
Denied	1	0	1	0	3	1
Directed	1	2	4	2	3	1
Reasonable Accommodation Disability	3	6	8	8	6	1
Reinstatement	0	0	0	0	0	1
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	1	0	0	0

Sex-Stereotyping	0	0	0	0	0	0
Telework	0	3	9	11	6	1
Termination	2	2	5	4	5	1
Terms/Conditions of Employment	6	5	12	18	15	3
Time and Attendance	2	4	11	11	10	1
Training	1	2	5	9	6	0
Other						
Constructive Discharge	0	1	2	0	0	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	184.91	204.81	204.35	247.07	267.32	249.4
Average number of days in final action	8.22	21.03	78.04	17.89	22.75	18.5
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	202.48	208.52	199.7	243.21	259.21	223.67
Average number of days in final action	0	15.15	7.75	0.25	3.21	0.83
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	130	202.42	209.58	252.65	274.9	260.43
Average number of days in final action	31.5	25.86	32.62	42.55	60.53	71.5
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	5	2	5	3	2	1
Average days pending prior to dismissal	14.2	20	155.2	14	47	37
Complaints Withdrawn by Complainants						

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	1	100	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
Findings Without Hearing												
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	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						2020 Thru 31-Dec					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	33	37	43	49	52	87						

Total Complainants	30	35	40	42	42	78
Number complaints pending						
Investigation	2	1	1	0	0	21
ROI issued, pending Complainant's action	0	0	0	0	1	6
Hearing	30	36	42	47	46	46
Final Agency Action	2	1	0	3	3	10
Appeal with EEOC Office of Federal Operations	1	3	4	4	4	4
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 31-Dec
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	5	1	4	7	3	8