

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

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
Number of Complaints Filed	43	50	50	61	56	36
Number of Complainants	42	49	46	51	54	36
Repeat Filers	1	1	3	2	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	12	16	20	28	23	20
Color	4	2	11	10	9	9
Religion	2	2	4	9	8	3
Reprisal	28	30	30	26	38	20
Sex	19	15	21	22	29	17
PDA	0	0	1	0	0	0
National Origin	4	3	6	9	6	4
Equal Pay Act	0	0	0	0	0	0
Age	23	17	14	29	20	15
Disability	13	18	23	20	21	12
Genetics	0	0	0	1	1	0
Non-EEO	1	0	2	1	1	1
	Comparative Data					

Complaints by Issue	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	5	8	6	8	6	2
Assignment of Duties	5	7	11	14	17	9
Awards	1	2	0	3	3	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	1	2	2	0
Reprimand	5	0	3	5	2	0
Suspension	8	1	3	2	0	4
Removal	2	1	0	2	0	1
Other	0	0	0	1	0	0
Duty Hours	0	0	3	2	1	1
Perf. Eval./ Appraisal	2	4	5	11	10	6
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	22	21	20	18	25	19
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	7
<b>Reassignment</b>						
Denied	1	0	1	0	3	3
Directed	1	2	4	2	3	2
Reasonable Accommodation Disability	3	6	8	8	6	2
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	5
Termination	2	2	5	4	5	3
Terms/Conditions of Employment	6	5	12	18	15	9
Time and Attendance	2	4	11	11	10	8
Training	1	2	5	9	6	2

<b>Other</b>												
Constructive Discharge	0	1	2	0	0	1						
User Defined - Other 2	0	0	0	0	0	0						
User Defined - Other 3	0	0	0	0	0	0						
User Defined - Other 4	0	0	0	0	0	0						
<b>Processing Time</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>30-Sep</b>						
Complaints pending during fiscal year												
Average number of days in investigation	184.91	204.81	204.35	247.07	267.32	276.33						
Average number of days in final action	8.22	21.03	78.04	17.89	22.75	47.92						
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	291.86						
Average number of days in final action	0	15.15	7.75	0.25	3.21	0.33						
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	258.22						
Average number of days in final action	31.5	25.86	32.62	42.55	60.53	103.6						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>30-Sep</b>						
Total Complaints Dismissed by Agency	5	2	5	3	2	4						
Average days pending prior to dismissal	14.2	20	155.2	14	47	97						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	6	7	3	6	3	1						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>30-Sep</b>	
<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
Total Number Findings	0		1		1		1		0		0	
Without Hearing	0	0	1	100	1	100	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	1	100	0	0	0	
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru</b>	







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
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>												
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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2020 Thru 30-Sep</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total complaints from previous Fiscal Years	33	37	43	49	52	63						
Total Complainants	30	35	40	42	42	57						
<b>Number complaints pending</b>												
Investigation	2	1	1	0	0	2						
ROI issued, pending Complainant's action	0	0	0	0	1	0						
Hearing	30	36	42	47	46	47						
Final Agency Action	2	1	0	3	3	8						
Appeal with EEOC Office of Federal Operations	1	3	4	4	4	4						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2020 Thru 30-Sep</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	5	1	4	7	3	7						