## **Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:**

## **PH-DCMA** (and below)

For 4th Quarter 2016 for period ending September 30, 2016

			Compai	rative Data		
		Pre	vious Fiscal Yea	ır Data		2016 Thru
Complaint Activity	2011	2012	2013	2014	2015	30-Sep
Number of Complaints Filed	25	43	46	44	43	50
Number of Complainants	25	40	46	41	42	49
Repeat Filers	0	3	0	3	1	1
			Compai	rative Data		
Complaints by Basis		2016 Thru				
Note: Complaints can be filed alleging multiple bases.						30-Sep
The sum of the bases may not equal total complaints	2011	2012	2013	2014	2015	
filed.						
Race	12	23	19	26	12	15
Color	3	6	6	9	4	2
Religion	1	3	2	5	2	2
Reprisal	6	9	12	22	28	30
Sex	15	15	13	20	19	15
PDA	0	0	0	0	0	0
National Origin	3	9	10	7	4	3
Equal Pay Act	0	0	0	0	0	0
Age	13	16	16	25	23	17
Disability	3	15	12	16	13	18
Genetics	0	2	0	0	0	0
Non-EEO	0	1	1	1	1	0

	Comparative Data									
Complaints by Issue		Pre	vious Fiscal Yea	r Data		2016 Thru				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	30-Sep				
Appointment/Hire	3	4	2	3	5	8				
Assignment of Duties	0	2	2	5	5	7				
Awards	1	1	0	1	1	2				
Conversion to Full-time	0	0	0	0	0	0				
Disciplinary Action	•	•	•	•	•	•				
Demotion	0	1	1	1	1	0				
Reprimand	0	4	0	2	5	0				
Suspension	3	2	2	2	8	1				
Removal	0	1	2	0	2	1				
Other	2	5	4	0	0	1				
Duty Hours	0	2	1	0	0	0				
Evaluation Appraisal	2	4	2	1	2	4				
Examination/Test	0	0	0	1	0	0				
Harassment		•								
Non-Sexual	7	13	14	22	22	21				
Sexual	0	0	1	0	1	2				
Medical Examination	0	0	0	0	1	1				
Pay (Including Overtime)	1	0	0	1	0	2				
Promotion/Non-Selection	7	9	14	12	12	17				
Reassignment										
Denied	2	0	0	1	1	0				
Directed	0	0	0	0	1	2				
Reasonable Accommodation	1	4	0	3	3	6				
Reinstatement	0	0	0	0	0	0				
Retirement	0	0	0	0	0	1				
Termination	1	3	4	1	2	1				
Terms/Conditions of Employment	4	0	0	2	6	3				
Time and Attendance	1	2	0	3	2	4				
Training	2	1	1	0	1	2				
Other	0	2	0	1	1	6				

	Comparative Data									
		2016 Thru								
Processing Time	2011	2012	2013	2014	2015	30-Sep				
Complaints pending during fiscal year		•	•	•	•	•				
Average number of days in investigation	245.91	377.32	318.19	205.15	184.91	205.12				
Average number of days in final action	85	32	26.36	31.64	8.22	23.71				
Complaint pending during fiscal year where hearing was red	quested									
Average number of days in investigation	194.67	389.07	353.05	200.84	202.48	211.35				
Average number of days in final action	85	41	21.25	23.75	0	20.7				
Complaint pending during fiscal year where hearing was no	t requested									
Average number of days in investigation	265.12	344.4	272.44	215.38	130	199.19				
Average number of days in final action	0	29	40	34.8	31.5	25.86				
			Compar	ative Data						
		Pre	vious Fiscal Yea	r Data		2016 Thru				
Complaints Dismissed by Agency	2011	2012	2013	2014	2015	30-Sep				
Total Complaints Dismissed by Agency	3	16	11	10	5	2				
Average days pending prior to dismissal (Does not include										
EEO [merit-based] dismissals)	44.67	167.5	107.45	10.7	14.2	20				
Com	plaints Witho	rawn by Comp	lainants	•	•	•				
Total Complaints Withdrawn by Complainants	1	5	2	6	6	7				

				Comp	arative Data							
	Previous Fiscal Year Data											2016 Thru
	2011		2012		2013		2014		2015		3	0-Sep
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		0	
Without Hearing	0	0	0	0	0	0	0	0	1	100	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
				Comp	arative Data							
Findings of Discrimination Rendered by Basis			Р	revious Fiscal Y	ear Data							2016 Thru
Note: Complaints can be filed alleging multiple bases.	2	2011 2012 2013 2014 2015								3	30-Sep	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

				Comp	arative Data							
	Previous Fiscal Year Data											
	2	011	2012		2013		20	014	2	015	-	Thru 0-Sep
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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	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
Evaluation 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	1	100	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	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
Retirement	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	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	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
Evaluation 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	<del>-</del>						•		•	•		
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	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
Retirement	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	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	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
Evaluation 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	1	100	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	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
Retirement	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

			Compara	ative Data		
Pending Complaints Filed in Previous Fiscal Years by		2016 Thru				
Status	2011	2012	2013	2014	2015	30-Sep
Total complaints from previous Fiscal Years	18	20	20	28	33	37
Total Complainants	18	20	20	28	30	35
Number complaints pending						-
Investigation	6	5	3	3	2	1
ROI issued, pending Complainant's action	1	1	1	0	0	0
Hearing	10	14	16	25	30	36
Final Agency Action	5	3	5	4	2	1
Appeal with EEOC Office of Federal Operations	3	3	3	4	1	0
			Compara	ative Data		
		Prev	ious Fiscal Year	· Data		2016
					T	Thru
Complaint Investigations	2011	2012	2013	2014	2015	30-Sep
Pending Complaints Where Investigations Exceed						
Required Time Frames	14	14	7	4	5	1