

**NARA - Equal Employment Opportunity Data
Posted Pursuant to the No FEAR Act:
For the 3rd Quarter 2019
Ending on June 30, 2019**

Complaint Activity	Comparative Data Previous Fiscal Year Data					10/01/2018 thru 09/30/19
	2014	2015	2016	2017	2018	
Number of Complaints Filed	12	18	33	29	24	24
Number of Complainants	12	17	32	27	24	24
Repeat Filers	3	4	8	7	3	10

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					10/01/2018 thru 09/30/2019
	2014	2015	2016	2017	2018	
Race	10	12	19	20	15	13
Color	4	4	7	7	6	5
Religion	0	0	2	0	1	0
Reprisal	3	7	13	11	12	17
Sex	7	3	15	13	13	9
National Origin	0	1	1	0	1	2
Equal Pay Act	0	1	0	0	1	0
Age	7	4	10	11	11	12
Disability	3	4	12	10	15	7
Genetic Information	0	0	1	2	0	0
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					10/01/2018 thru 09/30/2019
	2014	2015	2016	2017	2018	
Appointment/Hire	1	0	0	0	1	0
Assignment of Duties	5	3	5	5	5	4
Awards	2	2	0	0	0	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	1	0	7	6	3	2
Removal	0	3	1	3	0	5
Suspension	0	0	0	3	1	0
Disciplinary Warnings	***	***	***	***	2	0
Other	0	0	0	4	0	0
Duty Hours	1	0	0	1	1	1
Evaluation Appraisal	2	6	3	4	9	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	12	15	19	16	8
Sexual	0	1	2	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	0	3	0
Promotion/Non-Selection	4	5	7	4	9	1
Reassignment						
Denied	1	1	1	5	1	0
Directed	0	2	1	2	4	1
Reasonable Accommodation	1	0	4	4	4	2
Reinstatement	0	0	0	0	0	0

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					10/01/2018 thru 09/30/2019
	2014	2015	2016	2017	2018	
Retirement	0	0	0	0	0	0
Sex-Stereotyping	***	***	***	***	0	0
Telework	***	***	***	***	2	3
Termination	0	0	8	1	1	0
Terms/Conditions of Employment	0	1	0	1	2	3
Time and Attendance	0	1	5	3	7	1
Training	1	1	0	0	1	0
Other	1	5	4	0	0	0

Processing Time	Comparative Data Previous Fiscal Year Data					10/01/2018 thru 09/30/2019
	2014	2015	2016	2017	2018	
Complaints pending (for any length of time) during fiscal year	14	32	54	63	63	68
Average number of days in investigation stage	160.3	94.41	132	172.8	198.23	134
Average number of days in final agency action stage	68.5	49.3	135.4	135.4	164.25	144
Complaints pending (for any length of time) during fiscal year where hearing was requested	12	13	16	28	30	30
Average number of days in investigation stage	163.2	111	131	242.3	152.6	134
Average number of days in final action stage	43	44	21.5	140.4	263.8	144.46
Complaints pending (for any length of time) during fiscal year where hearing was not requested	2	2	7	7	13	18
Average number of days in investigation stage	204.5	15	145	300	172	168
Average number of days in final action stage	72	59	223.4	232.8	145.8	132

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					10/01/2018 thru 09/30/2019
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	3	2	6	8	3	10
Average days pending prior to dismissal	89.6	54	125.6	90.8	130	72.9
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	0	0	6	2	2	2

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										10/01/2018 thru 09/30/2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										10/01/2018 thru 09/30/2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	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
National Origin	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data										10/01/2018 thru 09/30/2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
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
Genetic Information	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												
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
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
Genetic Information	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												
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
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

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data)										10/01/2018 thru 09/30/2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
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
Genetic Information	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 of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2018 thru 09/30/2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	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												

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2018 thru 09/30/2019		
	2014		2015		2016		2017		2018		#	%	
	#	%	#	%	#	%	#	%	#	%			
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	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
Retirement	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	0	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	0	0	0	0	0
Assignment of Duties	0	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	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action													
Reprimand	0	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	0

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2018 thru 09/30/2019		
	2014		2015		2016		2017		2018		#	%	
	#	%	#	%	#	%	#	%	#	%			
Removal	0	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	0
Duty Hours	0	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	0
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	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
Retirement	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	0	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	0

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2018 thru 09/30/2019		
	2014		2015		2016		2017		2018		#	%	
	#	%	#	%	#	%	#	%	#	%			
Assignment of Duties	0	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	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action													
Reprimand	0	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	0
Removal	0	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	0
Duty Hours	0	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	0
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	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
Retirement	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

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2018 thru 09/30/2019	
	2014		2015		2016		2017		2018		#	%
	#	%	#	%	#	%	#	%	#	%		
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	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					10/01/2018 thru 09/30/2019	
	2014	2015	2016	2017	2018	#	%
Total complaints from previous Fiscal Years	13	12	21	34	39		
Total Complainants	12	11	24	32	34	39	
Number complaints pending							
Investigation	4	2	20	20	4	6	
Hearing	9	10	10	24	21	20	
Final Agency Action	0	3	5	10	3	7	
Appeal with EEOC Office of Federal Operations	2	3	3	7	7	8	

Complaint Investigations	Comparative Data Previous Fiscal Year Data					10/01/2018 thru 09/30/2018
	2014	2015	2016	2017	2018	#
Pending Completion Where Investigation Exceeds Required Time Frames	3	1	8	17	14	8