

No FEAR Act Data – [FY 2019 Quarter 4]

Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107–174

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Complaint Activity

Complaint Activity	2015	2016	2017	2018	2019 Q4
Number of complaints filed	6	0	1	6	2
Number of complainants	6	0	1	5	2
Repeat filers	0	0	0	1	0

Complaints by Basis

Complaints by Basis	2015	2016	2017	2018	2019 Q4
Race	3	0	1	4	1
Color	2	0	0	2	2
Religion	1	0	0	1	0
Reprisal	6	0	0	6	1
Sex	3	0	0	2	1
National Origin	0	0	0	0	1
Equal Pay Act	1	0	0	1	1
Age	2	0	1	2	1
Disability	2	0	1	2	1
Genetic information	0	0	0	0	0
Non-EEO	2	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Complaints by Issue

Complaints by Issue	2015	2016	2017	2018	2019 Q4
Appointment/Hire	0	0	0	0	0
Assignment of Duties	4	0	0	0	0
Awards	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	1	0
Disciplinary Action: Reprimand	0	0	0	1	0
Disciplinary Action: Removal	0	0	0	1	0
Disciplinary Action: Suspension	0	0	0	0	0
Disciplinary Action: Other	0	0	0	1	0
Duty Hours	0	0	0	0	0
Evaluation/Appraisal	1	0	0	2	1
Examination/Test	0	0	0	0	0
Harassment: Non-Sexual	5	0	0	2	1
Harassment: Sexual	0	0	0	1	0
Medical Examination	0	0	0	0	0
Pay (including Overtime)	3	0	0	1	1
Promotion/Non-Selection	1	0	1	2	0
Reassignment: Denied	2	0	0	0	0
Reassignment: Directed	0	0	0	0	0
Reasonable Accommodation	1	0	0	0	0
Reinstatement	0	0	0	0	0

Complaints by Issue	2015	2016	2017	2018	2019 Q4
Retirement	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions of Employment	1	0	0	2	2
Time and Attendance	1	0	0	0	0
Training	0	0	0	0	0
Other	2	0	0	0	0

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

Processing Time

Complaints Pending During the Fiscal Year

Complaints Pending During the Fiscal Year	2015	2016	2017	2018	2019 Q4
Average number of days in investigation stage	238	276	285	111	152
Average number of days in final action stage	40	41	34	59	7

Complaints Pending During Fiscal Year Where Hearing Was Requested

Complaints Pending During Fiscal Year Where Hearing Was Requested	2015	2016	2017	2018	2019 Q4
Average number of days in investigation stage	314	313	321	185	205
Average number of days in final action stage	34	24	15	0	7

Complaints Pending During Fiscal Year Where Hearing Was Not Requested

Complaints Pending During Fiscal Year Where Hearing Was Not Requested	2015	2016	2017	2018	2019 Q4
Average number of days in investigation stage	178	192	189	81	110
Average number of days in final action stage	41	48	54	59	0

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status	2015	2016	2017	2018	2019 Q4
Total Complaints from Previous Fiscal Years	7	13	10	1	4
Total Complainants	7	13	9	1	4

Number Complaints Pending

Number Complaints Pending	2015	2016	2017	2018	2019 Q4
Investigation	0	1	1	3	5
Hearing	4	6	7	2	1
Final Action	0	2	0	0	1
Appeal with EEOC Office of Federal Operations	3	4	3	0	0

Complaint Investigations

Complaint Investigations	2015	2016	2017	2018	2019 Q4
Pending complaints where investigations exceed required time frames	4	1	0	1	1