

No FEAR Act Data – [FY 2020 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

- [Complaint Activity](#)
- [Complaints by Basis](#)
- [Complaints by Issue](#)
- [Processing Time](#)
- [Complaints Dismissed by Agency and Withdrawn by Complainants](#)
- [Total Final Actions Finding Discrimination](#)
- [Findings of Discrimination Rendered by Basis](#)
- [Findings of Discrimination Rendered by Issue](#)
- [Pending Complaints Filed in Previous Fiscal Years by Status](#)
- [Complaint Investigations](#)

Complaint Activity

Complaint Activity	2015	2016	2017	2018	2019	2020 Q4
Number of complaints filed	6	0	1	6	5	4
Number of complainants	6	0	1	5	5	4
Repeat filers	0	0	0	1	0	0

Complaints by Basis

Complaints by Basis	2015	2016	2017	2018	2019	2020 Q4
Race	3	0	1	4	3	2
Color	2	0	0	2	2	0
Religion	1	0	0	1	0	0
Reprisal	6	0	0	6	4	2
Sex	3	0	0	2	3	2
National Origin	0	0	0	0	1	0
Equal Pay Act	1	0	0	1	1	0
Age	2	0	1	2	2	2
Disability	2	0	1	2	3	1
Genetic information	0	0	0	0	0	0
Non-EEO	2	0	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	2020 Q4
Appointment/Hire	0	0	0	0	0	1
Assignment of Duties	4	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	1	0	0
Disciplinary Action: Reprimand	0	0	0	1	1	0
Disciplinary Action: Removal	0	0	0	1	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	1	0	0
Duty Hours	0	0	0	0	1	0
Evaluation/Appraisal	1	0	0	2	2	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	5	0	0	2	2	1
Harassment: Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (including Overtime)	3	0	0	1	1	2
Promotion/Non-Selection	1	0	1	2	0	1
Reassignment: Denied	2	0	0	0	0	0
Reassignment: Directed	0	0	0	0	1	0
Reasonable Accommodation	1	0	0	0	2	0
Reinstatement	0	0	0	0	0	0

Complaints by Issue	2015	2016	2017	2018	2019	2020 Q4
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	1	0	0	2	4	1
Time and Attendance	1	0	0	0	0	0
Training	0	0	0	0	1	0
Other	2	0	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	2020 Q4
Average number of days in investigation stage	238	276	285	111	155	140
Average number of days in final action stage	40	41	34	59	32	52

Complaints Pending During Fiscal Year Where Hearing Was Requested

Complaints Pending During Fiscal Year Where Hearing Was Requested	2015	2016	2017	2018	2019	2020 Q4
Average number of days in investigation stage	314	313	321	185	199	175
Average number of days in final action stage	34	24	15	0	7	0

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	2020 Q4
Average number of days in investigation stage	178	192	189	81	110	122
Average number of days in final action stage	41	48	54	59	57	52

Findings After Hearing	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	2019 #	2019 %	2020 Q4 #	2020 Q4 %
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

Findings Without Hearing	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	2019 #	2019 %	2020 Q4 #	2020 Q4 %
Findings Without Hearing	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
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

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

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status	2015	2016	2017	2018	2019	2020 Q4
Total Complaints from Previous Fiscal Years	7	13	10	1	5	2
Total Complainants	7	13	9	1	4	2

Number Complaints Pending

Number Complaints Pending	2015	2016	2017	2018	2019	2020 Q4
Investigation	0	1	1	3	5	7
Hearing	4	6	7	2	1	5
Final Action	0	2	0	0	1	2
Appeal with EEOC Office of Federal Operations	3	4	3	0	0	0

Complaint Investigations

Complaint Investigations	2015	2016	2017	2018	2019	2020 Q4
Pending complaints where investigations exceed required time frames	4	1	0	1	1	0