

# No FEAR Act Data – FY 2018 Quarter 3

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

The report addresses the following:

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## Complaint Activity

<b>Complaint Activity</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Number of complaints filed	12	6	0	1	1
Number of complainants	11	6	0	1	1
Repeat filers	1	0	0	0	0

## Complaints by Basis

<b>Complaints by Basis</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Race	3	3	0	1	1
Color	1	2	0	0	0
Religion	0	1	0	0	0
Reprisal	6	6	0	0	1
Sex	5	3	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	1	0	0	1
Age	3	2	0	1	0
Disability	4	2	0	1	0
Genetic Information	0	0	0	0	0
Non-EEO	0	2	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

<b>Complaints by Issue</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Appointment/Hire	0	0	0	0	0
Assignment of Duties	5	4	0	0	0
Awards	1	0	0	0	0
Conversion to Full-time	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	1
Disciplinary Action: Suspension	1	0	0	0	0
Disciplinary Action: Other	0	0	0	0	1
Duty Hours	0	0	0	0	0
Evaluation/Appraisal	4	1	0	0	1
Examination/Test	0	0	0	0	0
Harassment: Non-Sexual	3	5	0	0	0
Harassment: Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay (Including Overtime)	1	3	0	0	0
Promotion/Non-Selection	5	1	0	1	0
Reassignment: Denied	0	2	0	0	0
Reassignment: Directed	0	0	0	0	0
Reasonable Accommodation	0	1	0	0	0
Reinstatement	0	0	0	0	0

<b>Complaints by Issue</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Retirement	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions of Employment	0	1	0	0	0
Time and Attendance	1	1	0	0	0
Training	0	0	0	0	0
Other	1	2	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

<b>Complaints Pending During the Fiscal Year</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Average number of days in investigation stage	237	238	276	285	130
Average number of days in final action stage	63	40	41	34	59

### Complaints Pending During Fiscal Year Where Hearing Was Requested

<b>Complaints Pending During Fiscal Year Where Hearing Was Requested</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Average number of days in investigation stage	344	314	313	321	185
Average number of days in final action stage	34	34	24	15	0

### Complaints Pending During Fiscal Year Where Hearing Was Not Requested

<b>Complaints Pending During Fiscal Year Where Hearing Was Not Requested</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Average number of days in investigation stage	184	178	192	189	93
Average number of days in final action stage	72	41	48	54	59

## Complaints Dismissed by Agency and Withdrawn by Complainants

### Complaints Dismissed by Agency

<b>Complaints Dismissed by Agency</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Total complaints dismissed by Agency	0	0	0	0	0
Average days pending prior to dismissal	0	0	0	0	0

### Complaints Withdrawn by Complainants

<b>Complaints Withdrawn by Complainants</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Total complaints withdrawn by complainants	1	0	0	0	0

## Total Final Actions Finding Discrimination

<b>Total Final Actions Finding Discrimination</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 Q3 #</b>	<b>2018 Q3 %</b>
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0

## Findings of Discrimination Rendered by Basis

### Total Number Findings

<b>Total Number Findings</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 Q3 #</b>	<b>2018 Q3 %</b>
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0

### Findings After Hearing

<b>Findings After Hearing</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 Q3 #</b>	<b>2018 Q3 %</b>
Findings After Hearing	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0

<b>Findings After Hearing</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 Q3 #</b>	<b>2018 Q3 %</b>
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0

### Findings Without Hearing

<b>Findings Without Hearing</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 Q3 #</b>	<b>2018 Q3 %</b>
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0
Non-EEO	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.*



## Findings of Discrimination Rendered by Issue

### Total Number Findings

Total Number Findings	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 Q3 #	2018 Q3 %
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Total	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Total	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0

<b>Total Number Findings</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 Q3 #</b>	<b>2018 Q3 %</b>
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

### Findings After Hearing

<b>Findings After Hearing</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 Q3 #</b>	<b>2018 Q3 %</b>
Findings After Hearing	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Total	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0

<b>Findings After Hearing</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 Q3 #</b>	<b>2018 Q3 %</b>
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Total	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

## Findings Without Hearing

<b>Findings Without Hearing</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 Q3 #</b>	<b>2018 Q3 %</b>
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Total	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Total	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0

<b>Findings Without Hearing</b>	<b>2014 #</b>	<b>2014 %</b>	<b>2015 #</b>	<b>2015 %</b>	<b>2016 #</b>	<b>2016 %</b>	<b>2017 #</b>	<b>2017 %</b>	<b>2018 Q3 #</b>	<b>2018 Q3 %</b>
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

## Pending Complaints Filed in Previous Fiscal Years by Status

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Total Complaints from Previous Fiscal Years	9	7	13	10	0
Total Complainants	9	7	13	9	0

## Number Complaints Pending

<b>Number Complaints Pending</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Investigation	6	0	1	1	2
Hearing	3	4	6	7	1
Final Action	0	0	2	0	0
Appeal with EEOC Office of Federal Operations	0	3	4	3	0

## Complaint Investigations

<b>Complaint Investigations</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 Q3</b>
Pending complaints where investigations exceed required time frames	3	4	1	0	1