

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

HUD (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Number of Complaints Filed	82	81	55	83	93	86
Number of Complainants	81	81	55	81	90	82
Repeat Filers	1	0	0	2	3	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	40	47	27	37	50	49
Color	9	17	13	27	28	19
Religion	3	1	2	4	10	8
Reprisal	50	41	30	41	44	46
Sex	31	33	24	37	46	40
PDA	0	0	0	0	0	0
National Origin	8	15	5	23	17	16
Equal Pay Act	0	1	2	7	5	5
Age	30	36	20	30	31	33
Disability	22	26	23	30	38	45
Genetics	0	0	1	1	0	2
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints</i>	2014	2015	2016	2017	2018	
Appointment/Hire	7	6	0	6	3	6
Assignment of Duties	15	6	7	6	3	9
Awards	0	0	0	2	1	3
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	1	0	0	0
Reprimand	1	4	3	2	3	3
Suspension	2	1	0	3	3	2
Removal	0	1	1	4	2	2
Other	0	0	0	1	5	0
Duty Hours	0	0	0	1	0	1
Perf. Eval./ Appraisal	12	8	9	21	6	19
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	42	35	24	45	51	56
Sexual	2	1	2	1	3	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	1	0	1	5
Promotion/Non-Selection	5	27	19	10	17	14
Reassignment						
Denied	2	2	0	2	4	0
Directed	1	4	0	0	2	7
Reasonable Accommodation Disability	9	10	10	15	18	19
Reinstatement	0	0	1	0	0	0
Religious Accommodation	0	0	0	0	1	1
Retirement	1	2	0	0	2	0
Sex-Stereotyping	0	0	0	0	1	1
Telework	0	0	0	9	4	13
Termination	1	0	3	2	5	2
Terms/Conditions of Employment	22	8	15	10	14	15
Time and Attendance	2	7	5	7	7	15
Training	0	2	2	0	4	9

Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	316.8	303.4	386.6	418.9	278.2	300.18
Average number of days in final action	148.1	116.1	113.6	180.3	47.11	27.68
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	319	314.3	378.9	323.4	286	324.71
Average number of days in final action	134.6	74.9	93.12	137.3	48.92	15.12
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	313.4	284.4	401.3	518.7	210.3	256.52
Average number of days in final action	175.3	167.5	157.1	163.1	46.56	77.22
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	5	6	5	13	18	8
Average days pending prior to dismissal	354.4	101.8	165.6	328.5	261.8	40.13
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	7	1	8	6	5	8

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014		2015		2016		2017		2018		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1		1		3		1		2		2	
Without Hearing	0	0	0	0	0	0	1	100	1	50	0	0
With Hearing	1	100	1	100	3	100	0	0	1	50	2	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014		2015		2016		2017		2018		#	%
	#	%	#	%	#	%	#	%	#	%		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	0		1		3		0		1		2	
Race	0	0	0	0	1	33	0	0	1	100	1	50
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	1	100	1	33	0	0	0	0	2	100
Sex	0	0	0	0	0	0	0	0	0	0	1	50
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	2	67	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		1		3		0		1		2	
Race	0	0	0	0	1	33	0	0	1	100	1	50
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	1	100	1	33	0	0	0	0	2	100
Sex	0	0	0	0	0	0	0	0	0	0	1	50
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	2	67	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												
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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	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					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	110	137	146	98	102	102
Total Complainants	109	136	138	96	100	98
Number complaints pending						
Investigation	9	22	20	2	2	1
ROI issued, pending Complainant's action	3	1	1	6	0	1
Hearing	84	96	97	84	98	92
Final Agency Action	12	16	24	4	3	6
Appeal with EEOC Office of Federal Operations	78	71	122	152	164	170
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	31	35	27	7	1	0