



Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019
						Thru
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	31-Dec
Appointment/Hire	7	6	0	6	3	2
Assignment of Duties	15	6	7	6	3	3
Awards	0	0	0	2	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	1	0	0	0
Reprimand	1	4	3	2	3	2
Suspension	2	1	0	3	4	0
Removal	0	1	1	4	2	0
Other	3	0	0	1	5	1
Duty Hours	0	0	0	1	0	1
Perf. Eval./ Appraisal	12	9	9	21	6	6
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	42	35	24	45	51	16
Sexual	2	2	2	1	3	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	1	0	1	0
Promotion/Non-Selection	5	27	20	10	17	6
<b>Reassignment</b>						
Denied	2	2	0	2	4	0
Directed	1	4	0	0	2	3
Reasonable Accommodation Disability	9	12	10	15	18	10
Reinstatement	0	0	1	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	1	2	0	0	2	0
Sex-Stereotyping	0	0	0	0	1	1
Telework	2	6	1	9	4	0
Termination	1	0	3	2	5	0
Terms/Conditions of Employment	22	11	15	10	14	3
Time and Attendance	2	7	5	7	7	7
Training	0	3	2	0	4	3

<b>Other</b>						
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

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 31-Dec</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	

<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	319.3	297.3	393.2	418.9	278.2	466.75
Average number of days in final action	138.3	133.9	123.7	180.3	46.96	29.27

<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	319	314	378.9	323.4	286	199.5
Average number of days in final action	133.6	73.9	93.12	137.3	48.58	8.56

<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	313.4	271.5	401.3	518.7	210.3	979.25
Average number of days in final action	175.3	157.1	175.4	163.1	46.56	122.5

<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 31-Dec</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	

Total Complaints Dismissed by Agency	4	9	5	13	18	0
Average days pending prior to dismissal	175.5	82.44	165.6	328.5	261.8	0

<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	6	1	8	6	6	1

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>										
	<b>Previous Fiscal Year Data</b>										<b>2019 Thru 31-Dec</b>
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	

Total Number Findings	1		3		3		1		2		0	
Without Hearing	0	0	2	67	0	0	1	100	1	50	0	0
With Hearing	1	100	1	33	3	100	0	0	1	50	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
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	0	0	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019 Thru 31-Dec</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>#</b>	<b>%</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>		
<b>Total Number Findings</b>	1		1		3		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	100	0	0	1	33	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Sexual	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
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	1	100	0	0
<b>Reassignment</b>												
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	2	67	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2019 Thru 31-Dec</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total complaints from previous Fiscal Years	101	123	132	96	98	154						
Total Complainants	100	122	124	94	96	146						
<b>Number complaints pending</b>												
Investigation	9	22	20	3	2	30						
ROI issued, pending Complainant's action	3	1	1	6	0	4						
Hearing	75	81	82	82	94	118						
Final Agency Action	12	18	23	4	3	3						
Appeal with EEOC Office of Federal Operations	125	128	140	153	164	165						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2019 Thru 31-Dec</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	31	34	28	7	1	5						