

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

## EPA (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	48	58	86	78	57	24
Number of Complainants	45	57	83	75	54	24
Repeat Filers	3	1	3	3	3	0

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
<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	
Race	23	25	33	41	35	12
Color	10	11	17	17	12	8
Religion	3	5	11	3	1	1
Reprisal	28	30	60	46	36	16
Sex	14	27	37	38	27	9
PDA	0	0	0	0	0	0

National Origin	10	11	15	13	11	4
Equal Pay Act	1	2	3	1	1	1
Age	22	28	41	40	25	7
Disability	18	18	34	31	17	8
Genetics	0	1	0	0	0	0
Non-EEO	6	6	7	5	1	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
<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	
Appointment/Hire	7	5	6	4	2	0
Assignment of Duties	5	16	13	11	18	8
Awards	3	4	2	4	5	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	6	2	9	3	2	3
Suspension	4	0	8	4	1	1
Removal	3	2	5	4	1	0
Letter of Warning	0	0	3	3	1	0
Duty Hours	0	0	1	3	1	0
Perf. Eval./ Appraisal	5	5	21	7	15	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	19	28	49	46	37	13

Sexual	1	3	3	5	6	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	3	4	4	0
Promotion/Non-Selection	8	5	9	21	10	5
<b>Reassignment</b>						
Denied	2	3	1	3	3	2
Directed	2	1	6	2	2	0
Reasonable Accommodation Disability	3	4	13	12	8	4
Reinstatement	0	0	1	0	0	0
Religious Accommodation	0	0	0	1	0	0
Retirement	2	1	1	1	0	0
Sex-Stereotyping	0	0	0	1	0	0
Telework	0	0	7	5	4	4
Termination	1	1	3	4	0	5
Terms/Conditions of Employment	11	10	22	18	15	7
Time and Attendance	2	8	10	10	10	3
Training	6	6	2	7	3	1
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	0
Other	0	0	0	2	1	1
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					2019Thru03-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	245.08	257.40	213.51	250.39	212.73	247.54
Average number of days in final action	289.65	321.81	300.90	499.29	283.88	164.58
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	249.50	259.25	224.92	238.10	211.41	252.88
Average number of days in final action	12.00	36.00	26.27	443.17	56.00	153.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	233.87	253.36	198.75	261.03	217.32	239.00
Average number of days in final action	375.08	607.62	840.83	488.68	285.98	187.75
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	9	6	11	1	6	2
Average days pending prior to dismissal	258	99	130	132	63	47
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	8	10	6	4	1



[illegible]

[illegible]







[illegible]



User Defined - Other 1	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
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					2019Thru03-31						
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	87	87	84	109	79	97						
Total Complainants	82	78	76	98	67	84						
Number complaints pending												
Investigation	3	1	5	1	0	8						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	65	68	47	59	73	83						
Final Agency Action	20	20	40	47	7	5						
Appeal with EEOC Office of Federal Operations	13	14	41	43	48	51						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2019Thru03-31						
	2014	2015	2016	2017	2018							
Pending Complaints Where Investigations Exceed Required Time Frames	3	2	7	2	0	2						