

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

## EPA (and below)

For 4th Quarter 2020 for period ending September 30, 2020

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2020Thru09-30 |
|  | 2015                      | 2016 | 2017 | 2018 | 2019 |               |
| Number of Complaints Filed   | 58                        | 86   | 78   | 57   | 63   | 63            |
| Number of Complainants   | 57                        | 83   | 75   | 54   | 62   | 58            |
| Repeat Filers  | 1                         | 3    | 3    | 3    | 1    | 5             |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2020Thru09-30 |
|  | 2015                      | 2016 | 2017 | 2018 | 2019 |               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |               |
| Race   | 25                        | 33   | 41   | 35   | 36   | 38            |
| Color  | 11                        | 17   | 17   | 12   | 18   | 18            |
| Religion   | 5                         | 11   | 3    | 1    | 6    | 3             |
| Reprisal   | 30                        | 60   | 46   | 36   | 46   | 42            |
| Sex  | 27                        | 37   | 38   | 27   | 25   | 26            |
| PDA  | 0                         | 0    | 0    | 0    | 0    | 0             |
| National Origin  | 11                        | 15   | 13   | 11   | 10   | 6             |
| Equal Pay Act  | 2                         | 3    | 1    | 1    | 2    | 1             |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Age  | 28                               | 41          | 40          | 25          | 19          | 26                   |
| Disability   | 18                               | 34          | 31          | 17          | 25          | 26                   |
| Genetics   | 1                                | 0           | 0           | 0           | 0           | 0                    |
| Non-EEO  | 6                                | 7           | 5           | 1           | 6           | 1                    |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru09-30</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |
| Appointment/Hire   | 5                                | 6           | 4           | 2           | 4           | 1                    |
| Assignment of Duties   | 16                               | 13          | 11          | 18          | 18          | 10                   |
| Awards   | 4                                | 2           | 4           | 5           | 2           | 1                    |
| Conversion to Full Time/Perm Status  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                      |
| Demotion   | 0                                | 0           | 1           | 0           | 0           | 1                    |
| Reprimand  | 2                                | 9           | 3           | 2           | 8           | 6                    |
| Suspension   | 0                                | 8           | 4           | 1           | 4           | 7                    |
| Removal  | 2                                | 5           | 4           | 1           | 1           | 1                    |
| Letter of Warning  | 0                                | 3           | 3           | 1           | 3           | 3                    |
| Duty Hours   | 0                                | 1           | 3           | 1           | 0           | 2                    |
| Perf. Eval./ Appraisal   | 5                                | 21          | 7           | 15          | 17          | 9                    |
| Examination/Test   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 28                               | 49          | 46          | 37          | 35          | 36                   |
| Sexual   | 3                                | 3           | 5           | 6           | 1           | 4                    |
| Medical Examination  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Pay including overtime   | 1                                | 3           | 4           | 4           | 2           | 2                    |
| Promotion/Non-Selection  | 5                                | 9           | 21          | 10          | 7           | 12                   |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 3                                | 1           | 3           | 3           | 2           | 2                    |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Directed   | 1                                | 6           | 2           | 2           | 4           | 0                    |
| Reasonable Accommodation Disability                                  | 4                                | 13          | 12          | 8           | 9           | 10                   |
| Reinstatement  | 0                                | 1           | 0           | 0           | 0           | 0                    |
| Religious Accommodation  | 0                                | 0           | 1           | 0           | 0           | 0                    |
| Retirement   | 1                                | 1           | 1           | 0           | 0           | 0                    |
| Sex-Stereotyping   | 0                                | 0           | 1           | 0           | 0           | 0                    |
| Telework   | 0                                | 7           | 5           | 4           | 7           | 1                    |
| Termination  | 1                                | 3           | 4           | 0           | 8           | 4                    |
| Terms/Conditions of Employment                                       | 10                               | 22          | 18          | 15          | 17          | 12                   |
| Time and Attendance  | 8                                | 10          | 10          | 10          | 4           | 6                    |
| Training   | 6                                | 2           | 7           | 3           | 2           | 3                    |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| User Defined - Other 1   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Other  | 0                                | 0           | 2           | 1           | 4           | 7                    |
| 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>2020Thru09-30</b> |
|  | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |
| Complaints pending during fiscal year                                |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 257.40                           | 213.51      | 250.39      | 212.73      | 231.00      | 216.43               |
| Average number of days in final action                               | 321.81                           | 300.90      | 499.29      | 283.88      | 94.18       | 73.00                |
| Complaint pending during fiscal year where hearing was requested     |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 259.25                           | 224.92      | 238.10      | 211.41      | 245.19      | 221.69               |
| Average number of days in final action                               | 36.00                            | 26.27       | 443.17      | 56.00       | 81.33       | 39.89                |
| Complaint pending during fiscal year where hearing was not requested |                                  |             |             |             |             |                      |

|   |                                  |             |             |             |             |                      |   |     |   |     |   |   |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|---|-----|---|-----|---|---|
| Average number of days in investigation   | 253.36                           | 198.75      | 261.03      | 217.32      | 218.16      | 195.90               |   |     |   |     |   |   |
| Average number of days in final action  | 607.62                           | 840.83      | 488.68      | 285.98      | 118.62      | 204.00               |   |     |   |     |   |   |
| <b>Complaints Dismissed by Agency</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |   |     |   |     |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru09-30</b> |   |     |   |     |   |   |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |   |     |   |     |   |   |
| Total Complaints Dismissed by Agency  | 6                                | 11          | 1           | 6           | 4           | 6                    |   |     |   |     |   |   |
| Average days pending prior to dismissal   | 99                               | 130         | 132         | 63          | 45          | 266                  |   |     |   |     |   |   |
| <b>Complaints Withdrawn by Complainants</b>   |                                  |             |             |             |             |                      |   |     |   |     |   |   |
| Total Complaints Withdrawn by Complainants  | 8                                | 10          | 6           | 4           | 5           | 6                    |   |     |   |     |   |   |
| <b>Total Final Agency Actions Finding Discrimination</b>  | <b>Comparative Data</b>          |             |             |             |             |                      |   |     |   |     |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru09-30</b> |   |     |   |     |   |   |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |   |     |   |     |   |   |
|   | #                                | %           | #           | %           | #           | %                    | # | %   |   |     |   |   |
| Total Number Findings   | 1                                |             | 0           |             | 1           |                      | 1 |     | 1 |     | 0 |   |
| Without Hearing   | 0                                | 0           | 0           | 0           | 1           | 100                  | 1 | 100 | 1 | 100 | 0 | 0 |
| With Hearing  | 1                                | 100         | 0           | 0           | 0           | 0                    | 0 | 0   | 0 | 0   | 0 | 0 |
| <b>Findings of Discrimination Rendered by Basis</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |   |     |   |     |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru09-30</b> |   |     |   |     |   |   |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |   |     |   |     |   |   |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | #                                | %           | #           | %           | #           | %                    | # | %   | # | %   | # | % |
| <b>Total Number Findings</b>  | 1                                |             | 0           |             | 0           |                      | 1 |     | 3 |     | 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                    | 1 | 100 | 1 | 33  | 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        | 2           | 67       | 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<br/>Rendered by Issue</b> | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                      |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2020Thru09-30</b> |          |
|   | <b>2015</b>                      |          | <b>2016</b> |          | <b>2017</b> |          | <b>2018</b> |          | <b>2019</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                                |          | 0           |          | 0           |          | 1           |          | 3           |          | 0                    |          |
| Appointment/Hire  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Assignment of Duties                                    | 0                                | 0        | 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        | 1           | 100      | 0           | 0        | 0                    | 0        |
| Reprimand   | 0                                | 0        | 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        |
| Letter of Warning                                       | 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                                  | 0                                | 0        | 0           | 0        | 0           | 0        | 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  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Sexual  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 1           | 33       | 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        |









|   |                                  |             |             |             |             |    |                      |   |   |   |   |   |
|---|----------------------------------|-------------|-------------|-------------|-------------|----|----------------------|---|---|---|---|---|
| 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 |
| <b>Other - User Define</b>  |                                  |             |             |             |             |    |                      |   |   |   |   |   |
| 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 |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b>  | <b>Comparative Data</b>          |             |             |             |             |    | <b>2020Thru09-30</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |    |                      |   |   |   |   |   |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |    |                      |   |   |   |   |   |
| Total complaints from previous Fiscal Years                         | 87                               | 84          | 109         | 79          | 69          | 63 |                      |   |   |   |   |   |
| Total Complainants  | 78                               | 76          | 98          | 67          | 63          | 55 |                      |   |   |   |   |   |
| <b>Number complaints pending</b>                                    |                                  |             |             |             |             |    |                      |   |   |   |   |   |
| Investigation   | 1                                | 5           | 1           | 0           | 0           | 1  |                      |   |   |   |   |   |
| ROI issued, pending Complainant's action                            | 0                                | 0           | 0           | 0           | 0           | 0  |                      |   |   |   |   |   |
| Hearing   | 68                               | 47          | 59          | 73          | 58          | 54 |                      |   |   |   |   |   |
| Final Agency Action   | 20                               | 40          | 47          | 7           | 12          | 7  |                      |   |   |   |   |   |
| Appeal with EEOC Office of Federal Operations                       | 14                               | 41          | 43          | 48          | 53          | 56 |                      |   |   |   |   |   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |    | <b>2020Thru09-30</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |    |                      |   |   |   |   |   |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |    |                      |   |   |   |   |   |
| Pending Complaints Where Investigations Exceed Required Time Frames | 2                                | 7           | 2           | 0           | 0           | 0  |                      |   |   |   |   |   |