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

HQ (and below)

For 1st Quarter 2016 for period ending December 31, 2015

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2016Thru12-31						
	2011	2012	2013	2014	2015	201011111112-31						
Number of Complaints Filed	1055	759	625	799	801	204						
Number of Complainants	1022	728	612	782	775	200						
Repeat Filers	31	27	13	15	24	2						

Complaints by Pagis	Comparative Data											
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru12- 31						
Race	612	323	257	352	326	93						
Color	154	123	99	170	148	36						
Religion	38	33	18	50	31	9						
Reprisal	316	357	272	357	360	84						
Sex	263	273	220	339	293	69						
PDA	0	5	5	2	7	0						

National Origin	120	98	69	119	111	30							
Equal Pay Act	7	11	2	2	6	2							
Age	258	236	193	245	253	77							
Disability	220	203	162	222	240	65							
Genetics	0	6	1	4	4	1							
Non-EEO	15	22	16	14	22	8							
	Comparative Data												
Complaints by Issue	Pro	evious l											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru12- 31							
Appointment/Hire	53	50	47	81	94	26							
Assignment of Duties	73	77	68	67	62	29							
Awards	15	15	13	65	19	2							
Conversion to Full-time	1	1	0	1	0	0							
Disciplinary Action													
Demotion	5	8	0	2	3	1							
Reprimand	60	76	43	66	74	15							
Suspension	29	36	36	41	32	3							
Removal	10	13	5	15	18	9							
Other	0	0	0	0	0	0							
Duty Hours	12	15	12	17	9	7							
Evaluation Appraisal	29	46	30	29	44	6							
Examination/Test	0	0	0	0	0	0							
Harassment													
Non-Sexual	325	294	253	329	384	84							

Sexual		30	34	26	5	49	38	11			
Medical Examination		4	2	0		2	4	2			
Pay (Including Overtime)		14	29	20)	30	25	4			
Promotion/Non-Selection		464	130	91	1	140	134	42			
Reassignment											
Denied		10	7	4		10	9	3			
Directed		13	12	30)	24	27	4			
Reasonable Accommodation	on	48	36	36 31 4		44	57	15			
Reinstatement		1	0	0	0 1		1	0			
Retirement		7	5	2	,	2	4	0			
Termination		80	80 85 53 6		62	51	15				
Terms/Conditions of Empl	oyment	56	88	59	9	72	82	14			
Time and Attendance		26	22	18	3	27	20	9			
Training		18	24	1	1	25	22	5			
Other		2	0	0		11	1	3			
		Comparative Data									
Processing Time		Previous	s Fisca	l Ye	ar l	Data		2016Thru12-			
	2011	2012	201	3	20	14	2015	31			
Complaints pending during	g fiscal ye	ear									
Average number of days in investigation	263.57	297.39	300.4	18	232	2.26	201.88	209.50			
Average number of days in final action	62.72	63.42	75.3	6	148	3.20	188.17	62.50			
Complaint pending during	fiscal year	ar where	hearin	g w	as re	eques	ted				
Average number of days in investigation	266.44	283.98	291.9	95	239.03		208.75	205.94			
days in investigation	266.44	203.70									

Complaint pending during	g fise	cal y	ear	wher	e h	eari	ng v	vas	not	rec	lues	ted		
Average number of days in investigation	25	57.69	3	21.3	3	313	.12	22	20.8	33	192	2.29	21	2.35
Average number of days in final action	8	3.62	8	35.06	5	97.	42	23	35.4	15	253	3.60	13	5.00
							C	on	ıpa	rati	ve l	Data		
Complaints Dismisse Agency	d by	y		Pre	evio	ous	Fisc	al Y	Yea	r D	ata		20167	hru12-
			20)11	20	12	20	13	20	14	20	15	•	31
Total Complaints Dismiss Agency	sed t	ру		4	6	55	5	,	1	14	10	59	,	24
Average days pending pri dismissal	or to)	4	17	1.	19	44	-1	6	66	6	54	4	43
Cor	npla	ints	Wi	thdr	aw	n b	y Co	mp	olai	nan	ts			
Total Complaints Withdra Complainants	ıwn	by	7	75	7	'6	6	3	6	53	9	1		13
						C	omp	ar	ativ	e D	ata			
Total Final Agency			Pr	evio	us l	Fisc	al Y	ear	r Da	ata			2016	Γhru12-
Actions Finding Discrimination	20	011	2	012		201	13	2	014		20	15		31
	#	%	#	%	#	#	%	#	9/	ó	#	%	#	%
Total Number Findings	5		8		1			8			6		0	
Without Hearing	2	40	0	0	0)	0	0	0)	0	0	0	0
With Hearing	3	60	8	100) 1	1	.00	8	10	00	6	100	0	0
Findings of Discriminat	ion						Cor	npa	arat	tive	Da	ta		
Rendered by Basis			I	Prev	iou	s Fi	scal	Ye	ear	Dat	a		2016	Thru12-
Note: Complaints can be		20	11	20	12	1	2013	3	20	14	20	015		31
filed alleging multiple bases. The sum of the bas may not equal total complaints and findings.	es	#	%	#	%	#	0/	, o	#	%	#	%	#	%
Total Number Findings		5		8		1			4		0		0	

									_			
Race	1	20	2	25	1	100	2	50	0	0	0	0
Color	0	0	2	25	1	100	0	0	0	0	0	0
Religion	0	0	0	0	1	100	1	25	0	0	0	0
Reprisal	3	60	6	75	0	0	1	25	0	0	0	0
Sex	0	0	3	38	0	0	3	75	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	1	20	3	38	1	100	0	0	0	0	0	0
Disability	2	40	1	13	1	100	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
			<u> </u>	'								
indings After Hearing	3		8		1		4		0		0	
Race	1	33	2	25	1	100	2	50	0	0	0	0
Color			i –									
Daligion	0	0	2	25	1	100	0	0	0	0	0	0
Religion	0	0	0	0	1	100	0	25	0	0	0	0
Reprisal								<u> </u>				
	0	0	0	0	1	100	1	25	0	0	0	0
Reprisal	0 2	0 67	0	75	1	100	1	25	0	0	0	0
Reprisal Sex	0 2 0	0 67 0	6	0 75 38	0 0	100	1 1 3	25 25 75	0 0	0 0 0	0 0	0 0 0
Reprisal Sex PDA	0 2 0 0	0 67 0	0 6 3 0	0 75 38 0	1 0 0	100 0 0	1 1 3 0	25 25 75 0	0 0 0	0 0 0	0 0 0 0	0 0 0
Reprisal Sex PDA National Origin	0 2 0 0 0	0 67 0 0	0 6 3 0	0 75 38 0	1 0 0 0	100 0 0 0	1 1 3 0	25 25 75 0	0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0
Reprisal Sex PDA National Origin Equal Pay Act	0 2 0 0 0	0 67 0 0 0	0 6 3 0 0	0 75 38 0 0	1 0 0 0 0	100 0 0 0 0	1 1 3 0 0	25 25 75 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0
Reprisal Sex PDA National Origin Equal Pay Act Age	0 2 0 0 0 0	0 67 0 0 0 0 33	0 6 3 0 0 0 3	0 75 38 0 0 0 38	1 0 0 0 0 0	100 0 0 0 0 0	1 1 3 0 0 0	25 25 75 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0

Findings Without Hearing	2		0		0		0		0		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	1	50	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	1	50	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
					<u>'</u>	Comp	ara	tive	Da	ta		<u>'</u>
Findings of Discrimination		P	rev	ious	Fis	cal Y	ear	Dat	a		2016	
Rendered by Issue	20	2011 201			2	2013		2014)15	31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		8		1		4		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	20	1	13	0	0	0	0	0	0	0	0
Awards	1	20	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		•		•								
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	0	0	1	13	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	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation 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
Harassment												
Non-Sexual	1	20	3	38	1	100	1	25	0	0	0	0
Sexual	0	0	1	13	0	0	3	75	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	2	25	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	2	25	0	0	0	0	0	0	0	0
Reasonable Accommodation	2	40	0	0	0	0	0	0	0	0	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	1	20	1	13	0	0	0	0	0	0	0	0
Time and Attendance	1	20	0	0	0	0	0	0	0	0	0	0
Training	0	0	2	25	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		8		1		4		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	1	33	1	13	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	13	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	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation 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
Harassment												
Non-Sexual	1	33	3	38	1	100	1	25	0	0	0	0
Sexual	0	0	1	13	0	0	3	75	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	2	25	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	2	25	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	33	0	0	0	0	0	0	0	0	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	1	33	1	13	0	0	0	0	0	0	0	0

Time and Attendance	1	33	0	0	0	0	0	0	0	0	0	0
Training	0	0	2	25	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	2		0		0		0		0		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	1	50	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	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
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation 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
Harassment												
Non-Sexual	0	0	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	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Complaint Investigations	S		Pr	evic	ous l	Fiscal	Y	ear D	ata	ı	2016	Γhru12-
						Co	mp	arati	ve :	Data		
Appeal with EEOC Office Federal Operations	e of		0		0	0		664	1	.88	2	214
Final Agency Action			27		1 1	76		159	;	86	2	227
Hearing			268	3	60	439		454	5	37		722
ROI issued, pending Complainant's action			8	2	20	1		3		2		31
Investigation			341	3	88	460		27	Ź	21		216
Number complaints pending	5											
Total Complainants			1216	16	599	1627	7	579	5	663	1	074
Total complaints from previous Fiscal Years	ıs		0		0	0		629	6	535	1	208
Previous Fiscal Years by Sta	Previous Fiscal Years by Status							2014		015		Thru12- 31
Pending Complaints Filed in Previous Fiscal Years by Status Previous Fiscal Year Data												
Other - User Defined	er Defined 0				0	Cor	0 mn	0 parati	0 ve	0 Data	0	0
Training Other User Defined	0			0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	0	0	0	0
Time and Attendance	0	0		0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	C	0 0	0	0	0	0	0	0	0	0	0
Termination	0	0	0 0	0	0	0	0	0	0	0	0	0
Retirement	0	C	0 0	0	0	0	0	0	0	0	0	0
Reinstatement	0	C	0 0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	5	$0 \mid 0 \mid$	0	$\mid 0 \mid$	0	0	0	0	0	0	0

Pending Complaints Where

Investigations Exceed Required Time Frames						
---	--	--	--	--	--	--