

**Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:
For 2nd Quarter 2015 for period ending March 31, 2015**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	50	58	77	77	93	34
Number of Complainants	50	58	77	76	91	34
Repeat Filers	0	0	0	1	2	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Race	21	25	29	42	44	17
Color	10	8	8	18	12	3
Religion	5	2	5	3	3	1
Reprisal	25	26	31	41	58	23
Sex	18	21	37	42	39	12
PDA	0	0	1	1	0	1
National Origin	8	13	10	6	11	7
Equal Pay Act	0	0	0	0	0	0
Age	23	16	32	30	44	18
Disability	12	17	19	24	27	11
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	<u>13</u>	<u>5</u>	<u>5</u>	<u>2</u>	<u>1</u>	<u>3</u>
Assignment of Duties	<u>7</u>	<u>7</u>	<u>10</u>	<u>5</u>	<u>9</u>	<u>3</u>
Awards	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>
Conversion to Full-time	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>
Disciplinary Action						
Demotion	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>
Reprimand	<u>2</u>	<u>3</u>	<u>1</u>	<u>3</u>	<u>7</u>	<u>2</u>
Suspension	<u>2</u>	<u>0</u>	<u>3</u>	<u>1</u>	<u>5</u>	<u>1</u>
Removal	<u>1</u>	<u>1</u>	<u>0</u>	<u>2</u>	<u>2</u>	<u>0</u>
Other	<u>3</u>	<u>5</u>	<u>4</u>	<u>5</u>	<u>3</u>	<u>1</u>
Duty Hours	<u>1</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>
Evaluation Appraisal	<u>2</u>	<u>6</u>	<u>10</u>	<u>7</u>	<u>8</u>	<u>1</u>
Examination/Test	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Harassment						
Non-Sexual	<u>23</u>	<u>27</u>	<u>28</u>	<u>41</u>	<u>37</u>	<u>17</u>
Sexual	<u>1</u>	<u>3</u>	<u>3</u>	<u>6</u>	<u>1</u>	<u>0</u>
Medical Examination	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Pay (Including Overtime)	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>2</u>	<u>0</u>
Promotion/Non-Selection	<u>5</u>	<u>3</u>	<u>10</u>	<u>12</u>	<u>14</u>	<u>6</u>

Reassignment						
Denied	<u>0</u>	<u>4</u>	<u>0</u>	<u>3</u>	<u>2</u>	<u>2</u>
Directed	<u>2</u>	<u>5</u>	<u>4</u>	<u>9</u>	<u>6</u>	<u>2</u>
Reasonable Accommodation	<u>1</u>	<u>4</u>	<u>6</u>	<u>7</u>	<u>9</u>	<u>1</u>
Reinstatement	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>
Retirement	<u>2</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Termination	<u>4</u>	<u>13</u>	<u>10</u>	<u>3</u>	<u>4</u>	<u>3</u>
Terms/Conditions of Employment	<u>5</u>	<u>9</u>	<u>10</u>	<u>13</u>	<u>19</u>	<u>5</u>
Time and Attendance	<u>2</u>	<u>2</u>	<u>2</u>	<u>4</u>	<u>5</u>	<u>1</u>
Training	<u>0</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>2</u>	<u>0</u>
Other	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>2</u>

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	215.82	181.95	198.98	176.45	229.99	213.07
Average number of days in final action	48.06	48.69	46.71	77.10	64.06	87.83
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.22	164.24	189.48	183.62	243.47	222.33
Average number of days in final action	22.20	23.60	35.71	42.44	21.25	66.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	216.50	211.47	213.00	160.92	182.33	182.50

Average number of days in final action	58.83	60.09	54.40	103.08	98.30	98.50
--	-------	-------	-------	--------	-------	-------

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	<u>13</u>	<u>11</u>	<u>10</u>	<u>13</u>	<u>10</u>	<u>2</u>
Average days pending prior to dismissal	49.69	88.18	53.6	32.46	78	62
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	<u>3</u>	<u>4</u>	<u>4</u>	<u>7</u>	<u>9</u>	<u>4</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 03-31	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		1		0	
Without Hearing	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
With Hearing	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>1</u>	100	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
<i>Note: Complaints can be filed</i>	2010	2011	2012	2013	2014	

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 03-31	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		0	
Appointment/Hire	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Awards	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action												
Demotion	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprimand	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Suspension	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Removal	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Harassment												
Non-Sexual	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sexual	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years	<u>15</u>	<u>23</u>	<u>29</u>	<u>52</u>	<u>69</u>	<u>125</u>
Total Complainants	15	23	29	51	66	120
Number complaints pending						
Investigation	<u>2</u>	<u>2</u>	<u>0</u>	<u>5</u>	<u>3</u>	<u>9</u>
ROI issued, pending Complainant's action	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3</u>
Hearing	<u>11</u>	<u>17</u>	<u>24</u>	<u>43</u>	<u>61</u>	<u>107</u>
Final Agency Action	<u>1</u>	<u>2</u>	<u>5</u>	<u>5</u>	<u>3</u>	<u>8</u>

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	<u>0</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>4</u>	<u>3</u>

Appeal with EEOC Office of Federal Operations	<u>6</u>	<u>10</u>	<u>7</u>	<u>16</u>	<u>19</u>	<u>20</u>
---	----------	-----------	----------	-----------	-----------	-----------