

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

## PH-DCMA (and below)

For Fiscal Year 2015 ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 30-Sep
	2010	2011	2012	2013	2014	
Number of Complaints Filed	29	25	43	46	44	41
Number of Complainants	28	25	40	46	41	40
Repeat Filers	1	0	3	0	3	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 30-Sep
	2010	2011	2012	2013	2014	
<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	2015 Thru 30-Sep
Race	10	12	23	19	26	12
Color	2	3	6	6	9	4
Religion	0	1	3	2	5	3
Reprisal	14	6	9	12	22	26
Sex	12	15	15	13	20	18
PDA	0	0	0	0	0	0
National Origin	3	3	9	10	7	5
Equal Pay Act	0	0	0	0	0	0
Age	10	13	16	16	25	23
Disability	9	3	15	12	16	13
Genetics	0	0	2	0	0	0
Non-EEO	0	0	1	1	1	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 30-Sep
<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	2	3	4	2	3	5
Assignment of Duties	5	0	2	2	5	3
Awards	0	1	1	0	1	1
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	1	1	1
Reprimand	1	0	4	0	2	3
Suspension	0	3	2	2	2	8
Removal	0	0	1	2	0	2
Other	0	2	5	4	0	1
Duty Hours	0	0	2	1	0	0
Evaluation Appraisal	3	2	4	2	1	2
Examination/Test	0	0	0	0	1	0
<b>Harassment</b>						
Non-Sexual	9	7	13	14	22	19
Sexual	0	0	0	1	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	0	1	0
Promotion/Non-Selection	5	7	9	14	12	11
<b>Reassignment</b>						
Denied	1	2	0	0	1	0
Directed	2	0	0	0	0	1
Reasonable Accommodation	1	1	4	0	3	3
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	1	3	4	1	1
Terms/Conditions of Employment	12	4	0	0	2	6
Time and Attendance	2	1	2	0	3	2
Training	2	2	1	1	0	1
Other	0	0	2	0	1	2

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 30-Sep
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	278.42	245.91	377.32	318.19	205.15	185.91
Average number of days in final action	35.27	85	32	26.36	31.64	10
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	275.5	194.67	389.07	353.05	200.84	201.76
Average number of days in final action	14	85	41	21.25	23.75	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	283.43	265.12	344.4	272.44	215.38	129.29
Average number of days in final action	72.5	0	29	40	34.8	32.5
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 30-Sep
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	4	3	16	11	10	5
Average days pending prior to dismissal <i>(Does not include EEOC [merit-based] dismissals).</i>	28	44	26	25	10	14
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	10	1	5	2	6	3













<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015 Thru 30-Sep</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Total complaints from previous Fiscal Years	19	15	17	17	25	31
Total Complainants	19	14	17	17	25	27
<b>Number complaints pending</b>						
Investigation	2	4	3	1	1	0
ROI issued, pending Complainant's action	0	1	1	1	0	0
Hearing	15	9	13	15	24	33
Final Agency Action	2	1	2	4	3	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015 Thru 30-Sep</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Pending Complaints Where Investigations Exceed Required Time	6	12	12	5	2	3