

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: PH-DCMA (and below)

For 4th Quarter 2016 for period ending September 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Sep
	2011	2012	2013	2014	2015	
Number of Complaints Filed	25	43	46	44	43	50
Number of Complainants	25	40	46	41	42	49
Repeat Filers	0	3	0	3	1	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Sep
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	12	23	19	26	12	15
Color	3	6	6	9	4	2
Religion	1	3	2	5	2	2
Reprisal	6	9	12	22	28	30
Sex	15	15	13	20	19	15
PDA	0	0	0	0	0	0
National Origin	3	9	10	7	4	3
Equal Pay Act	0	0	0	0	0	0
Age	13	16	16	25	23	17
Disability	3	15	12	16	13	18
Genetics	0	2	0	0	0	0
Non-EEO	0	1	1	1	1	0

Complaints by Issue	Comparative Data					2016 Thru 30-Sep
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	3	4	2	3	5	8
Assignment of Duties	0	2	2	5	5	7
Awards	1	1	0	1	1	2
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	1	1	1	0
Reprimand	0	4	0	2	5	0
Suspension	3	2	2	2	8	1
Removal	0	1	2	0	2	1
Other	2	5	4	0	0	1
Duty Hours	0	2	1	0	0	0
Evaluation Appraisal	2	4	2	1	2	4
Examination/Test	0	0	0	1	0	0
<b>Harassment</b>						
Non-Sexual	7	13	14	22	22	21
Sexual	0	0	1	0	1	2
Medical Examination	0	0	0	0	1	1
Pay (Including Overtime)	1	0	0	1	0	2
Promotion/Non-Selection	7	9	14	12	12	17
<b>Reassignment</b>						
Denied	2	0	0	1	1	0
Directed	0	0	0	0	1	2
Reasonable Accommodation	1	4	0	3	3	6
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Termination	1	3	4	1	2	1
Terms/Conditions of Employment	4	0	0	2	6	3
Time and Attendance	1	2	0	3	2	4
Training	2	1	1	0	1	2
Other	0	2	0	1	1	6

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 30-Sep</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	245.91	377.32	318.19	205.15	184.91	205.12
Average number of days in final action	85	32	26.36	31.64	8.22	23.71
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	194.67	389.07	353.05	200.84	202.48	211.35
Average number of days in final action	85	41	21.25	23.75	0	20.7
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	265.12	344.4	272.44	215.38	130	199.19
Average number of days in final action	0	29	40	34.8	31.5	25.86
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 30-Sep</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Total Complaints Dismissed by Agency	3	16	11	10	5	2
Average days pending prior to dismissal <i>(Does not include EEO [merit-based] dismissals)</i>	44.67	167.5	107.45	10.7	14.2	20
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	5	2	6	6	7













Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Sep
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	18	20	20	28	33	37
Total Complainants	18	20	20	28	30	35
<b>Number complaints pending</b>						
Investigation	6	5	3	3	2	1
ROI issued, pending Complainant's action	1	1	1	0	0	0
Hearing	10	14	16	25	30	36
Final Agency Action	5	3	5	4	2	1
Appeal with EEOC Office of Federal Operations	3	3	3	4	1	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Sep
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	14	14	7	4	5	1