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

PH-DCMA (and below)

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

			Compara	tive Data					
	Previous Fiscal Year Data								
Complaint Activity	2011	2012	2013	2014	2015	31-Dec			
Number of Complaints Filed	25	43	46	44	43	12			
Number of Complainants	25	40	46	41	42	12			
Repeat Filers	0	3	0	3	1	0			
	Comparative Data								
Complaints by Basis	Previous Fiscal Year Data								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	31-Dec			
Race	12	23	19	26	12	3			
Color	3	6	6	9	4	0			
Religion	1	3	2	5	2	1			
Reprisal	6	9	12	22	28	8			
Sex	15	15	13	20	19	3			
PDA	0	0	0	0	0	0			
National Origin	3	9	10	7	4	0			
Equal Pay Act	0	0	0	0	0	0			
Age	13	16	16	25	23	7			
Disability	3	15	12	16	13	4			
Genetics	0	2	0	0	0	0			
Non-EEO	0	1	1	1	1	0			

	Comparative Data										
Complaints by Issue		Previo	us Fiscal Yea	ır Data		2016 Thru					
Note: Complaints can be filed alleging multiple bases.	2011	2012	2013	2014	2015	31-Dec					
The sum of the bases may not equal total complaints filed.				_							
Appointment/Hire	3	4	2	3	5	1					
Assignment of Duties	0	2	2	5	5	1					
Awards	1	1	0	1	1	0					
Conversion to Full-time	0	0	0	0	0	0					
Disciplinary Action											
Demotion	0	1	1	1	1	0					
Reprimand	0	4	0	2	5	0					
Suspension	3	2	2	2	8	0					
Removal	0	1	2	0	2	0					
Other	2	5	4	0	0	1					
Duty Hours	0	2	1	0	0	0					
Evaluation Appraisal	2	4	2	1	2	1					
Examination/Test	0	0	0	1	0	0					
Harassment	•										
Non-Sexual	7	13	14	22	22	4					
Sexual	0	0	1	0	1	0					
Medical Examination	0	0	0	0	1	0					
Pay (Including Overtime)	1	0	0	1	0	1					
Promotion/Non-Selection	7	9	14	12	12	5					
Reassignment	•										
Denied	2	0	0	1	1	0					
Directed	0	0	0	0	1	1					
Reasonable Accommodation	1	4	0	3	3	1					
Reinstatement	0	0	0	0	0	0					
Retirement	0	0	0	0	0	0					
Termination	1	3	4	1	2	0					
Terms/Conditions of Employment	4	0	0	2	6	0					
Time and Attendance	1	2	0	3	2	0					
Training	2	1	1	0	1	1					
Other	0	2	0	1	1	1					

			Compara	tive Data		
		Previo	us Fiscal Yea	ar Data		2016 Thru
Processing Time	2011	2012	2013	2014	2015	31-Dec
Complaints pending during fiscal year						
Average number of days in investigation	245.91	377.32	318.19	205.15	184.91	248.67
Average number of days in final action	85	32	26.36	31.64	8.22	34.5
Complaint pending during fiscal year where hearing was requested	-	-	-	•		
Average number of days in investigation	194.67	389.07	353.05	200.84	202.48	0
Average number of days in final action	85	41	21.25	23.75	0	42
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	265.12	344.4	272.44	215.38	130	248.67
Average number of days in final action	0	29	40	34.8	31.5	27
			Compara	tive Data		
		Previo	us Fiscal Yea	ar Data		2016 Thru
Complaints Dismissed by Agency	2011	2012	2013	2014	2015	31-Dec
Total Complaints Dismissed by Agency (Does not include EEOC [merit-						
based] dismissals)	3	16	11	10	5	0
Average days pending prior to dismissal	44	26	25	10	14	0
Complaints Withdray	wn by Comp	lainants	•	-	-	
Total Complaints Withdrawn by Complainants	1	5	2	6	6	3

				Com	parative D	Data								
			Pr	evious Fiscal	Year Data	l						016 hru		
	20	11	20)12	2	013	2	014	2	015	31	-Dec		
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		0		1		0			
Without Hearing	0	0	0	0	0	0	0	0	1	100	0	0		
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0		
	Comparative Data													
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data									016 hru				
Note: Complaints can be filed alleging multiple bases.	20	11	20	012	2	013	2	014	2	015	31	31-Dec		
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		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	0	0	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	1	100	0	0		
Disability	0	0	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		

Findings After Hearing	0		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	0	0	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	0	0	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
				-	-	-						
Findings Without Hearing	0		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	0	0	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	1	100	0	0
Disability	0	0	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

	Comparative Data											I
			Pr	evious Fiscal	Year Data							016
							-		1			hru
	-)11		012		013	_	014		015	_	-Dec
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		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	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	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	1	100	0	0
Reassignment	•	•	•	•								
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	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	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
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		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	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	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
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	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	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
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		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	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	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	1	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	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	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
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

			Compara	tive Data					
	Previous Fiscal Year Data								
Pending Complaints Filed in Previous Fiscal Years by Status	2011	2012	2013	2014	2015	31-Dec			
Total complaints from previous Fiscal Years	18	20	20	28	33	58			
Total Complainants	18	20	20	28	30	55			
Number complaints pending									
Investigation	6	5	3	3	2	16			
ROI issued, pending Complainant's action	1	1	1	0	0	4			
Hearing	10	14	16	25	30	35			
Final Agency Action	5	3	5	4	2	2			
Appeal with EEOC Office of Federal Operations	3	3	3	4	1	1			
			Compara	tive Data					
	Previous Fiscal Year Data								
Complaint Investigations	2011	2012	2013	2014	2015	31-Dec			
Pending Complaints Where Investigations Exceed Required Time	14	14	7	4	5	4			