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

## **PH-DCMA (and below)**

For 2nd Quarter 2016 for period ending March 31, 2016

			Compa	rative Data			
		2016 Thru					
Complaint Activity	2011	2012	2013	2014	2015	31-Mar	
Number of Complaints Filed	25	43	46	44	43	22	
Number of Complainants	25	40	46	41	42	22	
Repeat Filers	0	3	0	3	1	0	
Complaints by Basis		2016 Thru					
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-Mar	
Race	12	23	19	26	12	8	
Color	3	6	6	9	4	2	
Religion	1	3	2	5	2	1	
Reprisal	6	9	12	22	28	12	
Sex	15	15	13	20	19	4	
PDA	0	0	0	0	0	0	
National Origin	3	9	10	7	4	1	
Equal Pay Act	0	0	0	0	0	0	
Age	13	16	16	25	23	10	
Disability	3	15	12	16	13	7	
Genetics	0	2	0	0	0	0	
Non-EEO	0	1	1	1	1	0	

	Comparative Data										
Complaints by Issue		Previo	us Fiscal Y	ear Data		2016 Thru					
Note: Complaints can be filed alleging multiple bases.	2011	2012	2013	2014	2015	31-Mar					
The sum of the bases may not equal total complaints filed.	2			2		6					
Appointment/Hire	3	4	2	3	5	6					
Assignment of Duties	0	2	2	5	5	3					
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	1					
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	9					
Sexual	0	0	1	0	1	1					
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	7					
Reassignment	4			ļ	ļ	ļ					
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	2					
Training	2	1	1	0	1	1					
Other	0	2	0	1	1	2					

			Compa	rative Data					
	Previous Fiscal Year Data								
Processing Time	2011	2012	2013	2014	2015	31-Mar			
Complaints pending during fiscal year									
Average number of days in investigation	245.91	377.32	318.19	205.15	184.91	218.35			
Average number of days in final action	85	32	26.36	31.64	8.22	25.8			
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	203.67			
Average number of days in final action	85	41	21.25	23.75	0	25.6			
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	230.36			
Average number of days in final action	0	29	40	34.8	31.5	25.9			
			Compa	rative Data					
		Previo	us Fiscal Y	ear Data		2016 Thru			
Complaints Dismissed by Agency	2011	2012	2013	2014	2015	31-Mar			
Total Complaints Dismissed by Agency (Does not include EEOC [merit-									
based] dismissals)	3	16	11	10	5	1			
Average days pending prior to dismissal	44.67	167.5	107.45	10.7	14.2	27			
Complaints Withdrav	vn by Comp	lainants							
Total Complaints Withdrawn by Complainants	1	5	2	6	6	5			

	Comparative Data											
				Previous Fis	cal Year Dat	а					2016 Thru	
	20	11	2012		2013		2	014	2	015	3	1-Mar
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									2016 Thru		
Note: Complaints can be filed alleging multiple bases.	20	11	2	012	20	)13	2	014	2	015	3	1-Mar
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	
Findings After Hearing	÷	-	-	-	-		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						
				Previous Fis	cal Year Dat	a						2016
						ŭ	-					Thru
	-	11		012	-	)13	_	014		015	_	L-Mar
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
	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												

			Compa	rative Data		
		2016 Thru				
Pending Complaints Filed in Previous Fiscal Years by Status	2011	2012	2013	2014	2015	31-Mar
Total complaints from previous Fiscal Years	18	20	20	28	33	45
Total Complainants	18	20	20	28	30	42
Number complaints pending						
Investigation	6	5	3	3	2	4
ROI issued, pending Complainant's action	1	1	1	0	0	2
Hearing	10	14	16	25	30	39
Final Agency Action	5	3	5	4	2	0
Appeal with EEOC Office of Federal Operations	3	3	3	4	1	0
			Compa	rative Data		
		2016 Thru				
Complaint Investigations	2011	2012	2013	2014	2015	31-Mar
Pending Complaints Where Investigations Exceed Required Time	14	14	7	4	5	2