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

## PH-DCMA (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

	Comparative Data							
		Previous Fiscal Year Data						
Complaint Activity	2012	31-Mar						
Number of Complaints Filed	43	46	44	43	50	27		
Number of Complainants	40	46	41	42	49	27		
Repeat Filers	3	0	3	1	1	0		
			Compara	tive Data				
Complaints by Basis		Prev	ious Fiscal Year	Data		2017 Thru		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	31-Mar						
Race	23	19	26	12	16	11		
Color	6	6	9	4	2	8		
Religion	3	2	5	2	2	3		
Reprisal	9	12	22	28	30	16		
Sex	15	13	20	19	15	15		
PDA	0	0	0	0	0	0		
National Origin	9	10	7	4	3	4		
Equal Pay Act	0	0	0	0	0	0		
Age	16	16	25	23	17	9		
Disability	15	12	16	13	18	12		
Genetics	2	0	0	0	0	0		
Non-EEO	1	1	1	1	0	1		

			Compara	ative Data		
Complaints by Issue		Prev	vious Fiscal Year	Data		2017 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	31-Mar
Appointment/Hire	4	2	3	5	8	1
Assignment of Duties	2	2	5	5	7	5
Awards	1	0	1	1	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action	•	•	-		•	•
Demotion	1	1	1	1	0	1
Reprimand	4	0	2	5	0	2
Suspension	2	2	2	8	1	1
Removal	1	2	0	2	1	0
Other	0	0	0	0	0	0
Duty Hours	2	1	0	0	0	1
Perf. Eval./ Appraisal	4	2	1	2	4	3
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	13	14	22	22	21	14
Sexual	0	1	0	1	2	1
Medical Examination	0	0	0	1	1	0
Pay including overtime	0	0	1	0	2	0
Promotion/Non-Selection	9	14	12	12	17	9
Reassignment						
Denied	0	0	1	1	0	0
Directed	0	0	0	1	2	1
Reasonable Accommodation Disability	4	0	3	3	6	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	3	4
Termination	3	4	1	2	2	1

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Terms/Conditions of Employment	0	0	2	6	5	3			
Time and Attendance	2	0	3	2	4	5			
Training	1	1	0	1	2	4			
Other									
Constructive Discharge	0	0	0	0	1	1			
User Defined - Other 2	0	0	0	0	0	0			
User Defined - Other 3	0	0	0	0	0	0			
User Defined - Other 4	0	0	0	0	0	0			
			Compara	ative Data					
		Duo	ious Fiscal Year	Data		2017			
		Prev	ious riscai fear	Data		Thru			
Processing Time	2012	2013	2014	2015	2016	31-Mar			
Complaints pending during fiscal year						-			
Average number of days in investigation	377.32	318.19	205.15	184.91	204.81	204.33			
Average number of days in final action	32	26.36	31.64	8.22	21.03	21.38			
Complaint pending during fiscal year where hearing was reques	sted	•	•	•	•				
Average number of days in investigation	389.07	353.05	200.84	202.48	208.52	194.45			
Average number of days in final action	41	21.25	23.75	0	15.15	5.4			
Complaint pending during fiscal year where hearing was not re-	quested								
Average number of days in investigation	344.4	272.44	215.38	130	202.42	212.69			
Average number of days in final action	29	40	34.8	31.5	25.86	31.38			
			Compara	ative Data					
		Dua	ious Fiscal Year	Data		2017			
		Prev	ious riscai fear	Data		Thru			
<b>Complaints Dismissed by Agency</b>	2012	2013	2014	2015	2016	31-Mar			
Total Complaints Dismissed by Agency	16	11	10	5	2	3			
Average days pending prior to dismissal	167.5	107.45	10.7	14.2	20	115			
Co	mplaints Withdra	wn by Complain	ants						
Total Complaints Withdrawn by Complainants	5	2	6	6	7	2			
					Comparative D	ata			
				Duaviana Fisa	al Vacy Data				2017
				Previous Fisc	ai Year Data				Thru
	2012 2013 2014				2015	2016	31-Mar		
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	# %	# %	# %

Total Number Findings	0		2		0		1		0		0	
Without Hearing	0	0	0	0	0	0	0	100	0	0	0	0
With Hearing	0	0	2	100	0	0	0	0	0	0	0	0
		•	•		Comparative Da	ita						
				Previous Fisc	al Vacy Data							2017
Findings of Discrimination Rendered by Basis				Previous Fisc	ai fear Data							Thru
Note: Complaints can be filed alleging multiple bases.	20	)12	20	13	20	14	2	015		2016		31-Mar
The sum of the bases may not equal total complaints and	#	%	#	%	#	%	#	%	#	%	#	%
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	1	100	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 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	1	100	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

	ī	T	1	T	Ī	1					1	1
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
			1	1	,		-		1		_	
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	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
		-	•		Comparative Da	ata		•	•	•	•	
				Dunieus Fine	al Vasu Data							2017
		Previous Fiscal Year Data  T										Thru
	20	012	20	13	20	)14	2	015		2016	31-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/Perm Status	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
•												
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal Examination/Test						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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define												
Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	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/Perm Status	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

0	0	0	0	0	0	0	0	0	0	0	0
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0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
		0         0           0         0	0         0	0         0	0         0	0         0	0         0	0         0	0         0	O	O

Demotion	Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	Disciplinary Action	<b>,</b>	•	•	•	•	•						
Suspension	Demotion	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 0 0 0 0 0 0 0	Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Other	Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Outy Hours         0	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal 0 0 0 0 0 0 0 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
Commination/Test	Duty Hours	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 0 0 0 0 0 0 0	Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual   0	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	Harassment								•				
Wedical Examination         0	Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	Sexual	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 0 0 0 0 0 0 0	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment  Denied  Denied	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Directed   Directed	Reassignment												
Reasonable Accommodation Disability 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Denied	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 0 0 0 0 0 0 0	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Reasonable Accommodation Disability	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 0 0 0 0 0 0 0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework 0 0 0 0 0 0 0 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 0 0 0 0 0 0 0	Sex-Stereotyping	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 0 0 0 0 0 0 0	Telework	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 0 0 0 0 0 0 0	Termination	0	0	0	0	0	0	0	0	0	0	0	0
Training         0<	Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define           Constructive Discharge         0	Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Constructive Discharge         0	Training	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2         0	Other - User Define												
User Defined - Other 3         0		0	0	0	0	0	0	0	0	0	0	0	0
	User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4         0	User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
	User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

			Compara	ative Data					
	Previous Fiscal Year Data								
Pending Complaints Filed in Previous Fiscal Years by Status	2012	2013	2014	2015	2016	31-Mar			
otal complaints from previous Fiscal Years	20	20	28	33	37	55			
otal Complainants	20	20	28	30	35	52			
umber complaints pending									
Investigation	5	3	3	2	1	2			
ROI issued, pending Complainant's action	1	1	0	0	0	3			
Hearing	14	16	25	30	36	45			
Final Agency Action	3	5	4	2	1	4			
Appeal with EEOC Office of Federal Operations	3	3	4	1	3	3			
			Compara	ative Data					
	Previous Fiscal Year Data  2017 Thru								
Complaint Investigations	2012	2013	2014	2015	2016	31-Mar			
ending Complaints Where Investigations Exceed Required Time	14	7	4	5	1	2			