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

## PH-DCMA (and below)

For 3rd Quarter 2017 for period ending June 30, 2017

	Comparative Data									
		Previ	ous Fiscal Yea	r Data		2017 Thru				
Complaint Activity	2012	2013	2014	2015	2016	30-Jun				
Number of Complaints Filed	43	46	44	43	50	38				
Number of Complainants	40	46	41	42	49	37				
Repeat Filers	3	0	3	1	1	1				
		•	Compara	tive 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.	2012	2013	2014	2015	2016	30-Jun				
Race	23	19	26	12	16	16				
Color	6	6	9	4	2	10				
Religion	3	2	5	2	2	4				
Reprisal	9	12	22	28	30	25				
Sex	15	13	20	19	15	18				
PDA	0	0	0	0	0	0				
National Origin	9	10	7	4	3	5				
Equal Pay Act	0	0	0	0	0	0				
Age	16	16	25	23	17	11				
Disability	15	12	16	13	18	18				
Genetics	2	0	0	0	0	0				
Non-EEO	1	1	1	1	0	1				

	Comparative Data									
a walking hard		Previ	ous Fiscal Yea	r Data		2017				
Complaints by Issue  Note: Complaints can be filed alleging multiple bases.						Thru 30-Jun				
The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016					
Appointment/Hire	4	2	3	5	8	2				
Assignment of Duties	2	2	5	5	7	9				
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	1				
Suspension	2	2	2	8	1	1				
Removal	1	2	0	2	1	0				
Other	0	0	0	0	0	1				
Duty Hours	2	1	0	0	0	1				
Perf. Eval./ Appraisal	4	2	1	2	4	5				
Examination/Test	0	0	1	0	0	0				
Harassment	•				1	1				
Non-Sexual	13	14	22	22	21	15				
Sexual	0	1	0	1	2	1				
Medical Examination	0	0	0	1	1	2				
Pay including overtime	0	0	1	0	2	0				
Promotion/Non-Selection	9	14	12	12	17	9				
Reassignment	<b>:</b>	•		•						
Denied	0	0	1	1	0	0				
Directed	0	0	0	1	2	1				
Reasonable Accommodation Disability	4	0	3	3	6	5				
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	6				
Termination	3	4	1	2	2	3				
Terms/Conditions of Employment	0	0	2	6	5	6				
Time and Attendance	2	0	3	2	4	9				
Training	1	1	0	1	2	4				
Other			•	•						
Constructive Discharge	0	0	0	0	1	1				

			Compara	tive Data		
		Previo	ous Fiscal Yea	r Data		2017 Thru
Processing Time	2012	2013	2014	2015	2016	30-Jun
Complaints pending during fiscal year		•	-	•	•	•
Average number of days in investigation	377.32	318.19	205.15	184.91	204.81	200.91
Average number of days in final action	32	26.36	31.64	8.22	21.03	22.7
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	389.07	353.05	200.84	202.48	208.52	193.82
Average number of days in final action	41	21.25	23.75	0	15.15	12.4
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	344.4	272.44	215.38	130	202.42	207.87
Average number of days in final action	29	40	34.8	31.5	25.86	33.15
			Compara	tive Data		
		Previo	ous Fiscal Yea	r Data		2017 Thru
Complaints Dismissed by Agency	2012	2013	2014	2015	2016	30-Jun
Total Complaints Dismissed by Agency	16	11	10	5	2	4
Average days pending prior to dismissal (Does not include merit-based						
dismissals)*Two caases (one in 1st qtr,one in 3rd qtr) dismissed						
following investgation	26	25	10.7	14.2	20	190
Complaints With	ndrawn by Co	omplainants				
Total Complaints Withdrawn by Complainants	5	2	6	6	7	2

				Compa	arative Data							
			Pr	evious Fiscal '	Year Data							2017 Thru
	20	)12	20	13	20	14	20	015	7	2016	30	0-Jun
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		0		0	
Without Hearing	0	0	0	0	0	0	1	100	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
				Compa	arative Data							
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data									2017 Thru		
Note: Complaints can be filed alleging multiple bases.	20	)12	20	13	20	14	20	015		2016	30	0-Jun
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	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	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	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

				Comp	arative Data						
			Pr	revious Fiscal	Year Data						2017 Thru
	20	012	20	013	20	14	2015	,	2016		0-Jun
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	# 9	<b>5</b> #	%	#	%
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
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	1 10	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

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		
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		
Examination/Test	0	0	0	0	0	0	0 0 0	0	0	0		
Harassment	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		

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/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
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	1 100 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

			Compara	tive Data		
		Previ	ous Fiscal Yea	r Data		2017 Thru
Pending Complaints Filed in Previous Fiscal Years by Status	2012	2013	2014	2015	2016	30-Jun
Total complaints from previous Fiscal Years	20	20	28	33	37	46
Total Complainants	20	20	28	30	35	43
Number complaints pending	•	•	•			
Investigation	5	3	3	2	1	2
ROI issued, pending Complainant's action	1	1	0	0	0	0
Hearing	14	16	25	30	36	43
Final Agency Action	3	5	4	2	1	1
Appeal with EEOC Office of Federal Operations	3	3	4	1	3	4
		•	Compara	tive Data		
		2017 Thru				
Complaint Investigations	2012	2013	2014	2015	2016	30-Jun
Pending Complaints Where Investigations Exceed Required Time						
Frames (amended complaints)	14	7	4	5	1	3