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

For 1st Quarter 2018 for period ending December 31, 2017

			Compara	tive Dat	а	
		Previous	s Fiscal Y	ear Data	1	2018 Thru
<b>Complaint Activity</b>	2013	2014	2015	2016	2017	31-Dec
Number of Complaints Filed	46	44	43	50	50	13
Number of Complainants	46	41	42	49	46	11
Repeat Filers	0	3	1	1	3	1
		(	Compara	tive Dat	а	
Complaints by Basis		Previous	s Fiscal Y	ear Data	1	2018 Thru
Note: Complaints can be filed alleging multiple bases.	2013	2014	2015	2016	2017	31-Dec
The sum of the bases may not equal total complaints filed.	2013	2014	2013	2010	2017	
Race	19	26	12	16	20	5
Color	6	9	4	2	11	1
Religion	2	5	2	2	4	2
Reprisal	12	22	28	30	30	6
Sex	13	20	19	15	21	6
PDA	0	0	0	0	1	0
National Origin	10	7	4	3	6	3
Equal Pay Act	0	0	0	0	0	0
Age	16	25	23	17	14	4
Disability	12	16	13	18	23	4
Genetics	0	0	0	0	0	0
Non-EEO	1	1	1	0	2	1
Complaints by Issue		Previous	s Fiscal Y	ear Data	1	2018 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	31-Dec

Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance Training Other Constructive Discharge	0 0 0 0 0 0 0 4 0 0	0 3 0 0 0 0 0 1 2 3 0	1 3 0 0 0 0 0 2 6 2 1	2 6 0 0 1 0 3 2 5 4 2	4 8 0 0 1 0 9 5 12 11 5	3 0 0 0 0 0 3 0 4 2 2
Telework Termination Terms/Conditions of Employment Time and Attendance Training Other	0 0 0 0 0 0 0 4 0 0	3 0 0 0 0 0 1 2 3	3 0 0 0 0 0 2 6 2	6 0 0 1 0 3 2 5 4 2	8 0 0 1 0 9 5 12 11 5	3 0 0 0 0 3 0 4 2 2
Telework Termination Terms/Conditions of Employment Time and Attendance Training	0 0 0 0 0 0 0 4 0	3 0 0 0 0 0 0 1 2 3	3 0 0 0 0 0 0 2 6 2	6 0 0 1 0 3 2 5 4	8 0 0 1 0 9 5 12	3 0 0 0 0 0 3 0 4 2
Telework Termination Terms/Conditions of Employment Time and Attendance	0 0 0 0 0 0 0 4 0	3 0 0 0 0 0 0 1 2 3	3 0 0 0 0 0 0 2 6 2	6 0 0 1 0 3 2 5 4	8 0 0 1 0 9 5 12	3 0 0 0 0 0 3 0 4 2
Telework Termination Terms/Conditions of Employment	0 0 0 0 0 0 0 4	3 0 0 0 0 0 0 1 2	3 0 0 0 0 0 0 2 6	6 0 0 1 0 3 2	8 0 0 1 0 9 5	3 0 0 0 0 0 3 0 4
Telework Termination	0 0 0 0 0 0 0 4	3 0 0 0 0 0 0	3 0 0 0 0 0 0 2	6 0 0 1 0 3 2	8 0 0 1 0 9 5	3 0 0 0 0 0 3
Telework	0 0 0 0 0	3 0 0 0 0	3 0 0 0 0	6 0 0 1 0 3	8 0 0 1 0 9	3 0 0 0 0 0 3
	0 0 0 0	3 0 0 0	3 0 0 0	6 0 0 1	8 0 0 1 0	3 0 0 0
Sex-Stereotyping	0 0 0	3 0 0	3 0 0	6 0 0 1	8 0 0 1	3 0 0
	0 0 0	3 0 0	3 0 0	6 0 0	8 0 0	3 0 0
Retirement	0	3	3	6 0	8	3
Religious Accommodation	0	3	3	6	8	3
Reinstatement						
Reasonable Accommodation Disability	0	0	1	2	4	U
Directed						0
Denied	0	1	1	0	1	0
Reassignment	1		1		1	
Promotion/Non-Selection	14	12	12	17	12	3
Pay including overtime	0	1	0	2	0	1
Medical Examination	0	0	1	1	2	1
Sexual	1	0	1	2	1	0
Non-Sexual	14	22	22	21	20	4
Harassment						
Examination/Test	0	1	0	0	0	0
Perf. Eval./ Appraisal	2	1	2	4	5	2
Duty Hours	1	0	0	0	3	1
Other	0	0	0	0	0	0
Removal	2	0	2	1	0	1
Suspension	2	2	8	1	3	0
Demotion Reprimand	0	2	5	0	3	2
Disciplinary Action	1	1	1	0	1	1
Conversion to Full Time/Perm Status	0	U	U	0	0	U
Awards	0	0	1 0	2	0	2
Assignment of Duties	2	5	5	7	11	0
Appointment/Hire	2	3	5	8	6	1

Processing Time	2013	2014	2015	2016	2017	31-Dec						
Complaints pending during fiscal year												
Average number of days in investigation	318.19	205.15	184.91	204.81	204.35	207.73						
Average number of days in final action	26.36	31.64	8.22	21.03	78.04	20.25						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	353.05	200.84	202.48	208.52	199.7	214						
Average number of days in final action	21.25	23.75	0	15.15	7.75	4						
Complaint pending during fiscal year where hearing was not request	ed											
Average number of days in investigation	272.44	215.38	130	202.42	209.58	194						
Average number of days in final action	40	34.8	31.5	25.86	32.62	25						
			Compara	tive Data	a	•						
		Previous	s Fiscal Y	ear Data		2018 Thru						
Complaints Dismissed by Agency	2013	2014	2015	2016	2017	31-Dec						
Total Complaints Dismissed by Agency	11	10	5	2	5	2						
Average days pending prior to dismissal	107.45	10.7	14.2	20	155.2	140.5						
Complaints Withdrawn by Complaints Withdrawn by Complaints	omplaina	nts	•			•						
Total Complaints Withdrawn by Complainants	2	6	6	7	3	0						
					Compar	ative Da	ta					
			Р	revious I	Fiscal Ye	ar Data					20 Th	18 ru
	20	13	20	14	20	15	2	016	2	017	31-	Dec
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
		•	•		Compar	ative Da	ta				<u> </u>	
Findings of Discrimination Rendered by Basis			Р	revious I	Fiscal Ye	ar Data						18 ru
Note: Complaints can be filed alleging multiple bases.	20	13	20	14	20	15	2	016	2	017		Dec
		<u> </u>		<u> </u>		<u>                                     </u>		010		<del>017</del>	31	<u> </u>
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
Religion		U	U	U	U	U	U		0	U	Ŭ	

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	0	0	0	0	0	1	100	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	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	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	1	100	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	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	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	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
					Compar	ative Da	ta					
						Compar	Comparative Da	Comparative Data				

			F	revious	Fiscal Ye	ar Data						)18 hru
	20	)13	20	)14	20	15	2	2016	2	017	31-	-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/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	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
Et all and A Constitution of the		I		I	1 0				1 . 1		1 0	
Findings After Hearing	0	0	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	T.	T	1	T	T	T						
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	0	0	0	0	0	0
Reassignment	•				•	•					<u> </u>	
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	<u> </u>	1		1	I.	l			1 1			

Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
							1 1		1 1			
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	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	•	•	•	•	•	•						N.
Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
-			•	•	•	•						

			Compara	tive Data	а		
		Previous	s Fiscal Y	ear Data	1	2018 Thru	
Pending Complaints Filed in Previous Fiscal Years by Status	2013	2014	2015	2016	2017	31-Dec	
Total complaints from previous Fiscal Years	20	28	33	37	43	78	
Total Complainants	20	28	30	35	40	68	
Number complaints pending							
Investigation	3	3	2	1	1	16	
ROI issued, pending Complainant's action	1	0	0	0	0	4	
Hearing	16	25	30	36	42	57	
Final Agency Action	5	4	2	1	0	2	
Appeal with EEOC Office of Federal Operations	3	4	1	3	4	4	
		(	Compara	tive Data	а		
		Previous	s Fiscal Y	ear Data	l	2018 Thru	
Complaint Investigations	2013	2014	2015	2016	2017	31-Dec	
Pending Complaints Where Investigations Exceed Required Time							
Frames	7	4	5	1	4	9	