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

PH-DCMA (and below)

For 3rd Quarter 2018 for period ending June 30, 2018

		а				
		Previous	s Fiscal Y	ear Data	l	2018 Thru
Complaint Activity	2013	2014	2015	2016	2017	30-Jun
Number of Complaints Filed	46	44	43	50	50	49
Number of Complainants	46	41	42	49	46	43
Repeat Filers	0	3	1	1	3	2
		(Compara	tive Dat	a	
Complaints by Basis		Previous	s Fiscal Y	ear Data		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	30-Jun
Race	19	26	12	16	20	21
Color	6	9	4	2	11	6
Religion	2	5	2	2	4	4
Reprisal	12	22	28	30	30	21
Sex	13	20	19	15	21	18
PDA	0	0	0	0	1	0
National Origin	10	7	4	3	6	7
Equal Pay Act	0	0	0	0	0	0
Age	16	25	23	17	14	21
Disability	12	16	13	18	23	17
Genetics	0	0	0	0	0	0
Non-EEO	1	1	1	0	2	1
		(Compara	tive Dat	a	
		ı	2018			

Complaints by Issue	FIEVIOUS FISCAL IEAL DALA								
Note: Complaints can be filed alleging multiple bases.	2012	224	2245	2016	2047	30-Jun			
The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017				
Appointment/Hire	2	3	5	8	6	5			
Assignment of Duties	2	5	5	7	11	8			
Awards	0	1	1	2	0	2			
Conversion to Full Time/Perm Status	0	0	0	0	0	0			
Disciplinary Action	•	•	•		•	•			
Demotion	1	1	1	0	1	1			
Reprimand	0	2	5	0	3	5			
Suspension	2	2	8	1	3	1			
Removal	2	0	2	1	0	2			
Other	0	0	0	0	0	0			
Duty Hours	1	0	0	0	3	2			
Perf. Eval./ Appraisal	2	1	2	4	5	8			
Examination/Test	0	1	0	0	0	0			
Harassment	•	•	•		•	•			
Non-Sexual	14	22	22	21	20	15			
Sexual	1	0	1	2	1	0			
Medical Examination	0	0	1	1	2	2			
Pay including overtime	0	1	0	2	0	6			
Promotion/Non-Selection	14	12	12	17	12	13			
Reassignment	•	•	•		•				
Denied	0	1	1	0	1	0			
Directed	0	0	1	2	4	2			
Reasonable Accommodation Disability	0	3	3	6	8	7			
Reinstatement	0	0	0	0	0	0			
Religious Accommodation	0	0	0	0	0	0			
Retirement	0	0	0	1	1	0			
Sex-Stereotyping	0	0	0	0	0	0			
Telework	0	0	0	3	9	10			
Termination	4	1	2	2	5	4			
Terms/Conditions of Employment	0	2	6	5	12	12			
Time and Attendance	0	3	2	4	11	9			
Training	1	0	1	2	5	7			
Other	•								
Constructive Discharge	0	0	0	1	2	0			

			compara										
		Previous	s Fiscal Y	ear Data		2018 Thru							
Processing Time	2013	2014	2015	2016	2017	30-Jun							
Complaints pending during fiscal year													
Average number of days in investigation	318.19	205.15	184.91	204.81	204.35	240.74							
Average number of days in final action	26.36	31.64	8.22	21.03	78.04	16.39							
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	240.35							
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	240.88							
Average number of days in final action	40	34.8	31.5	25.86	32.62	36							
		(Compara	tive Data	а								
		Drovious	r Fissal V	ear Data		2018							
		Previous	s FISCAL Y	ear Data		Thru							
Complaints Dismissed by Agency	2013	2014	2015	2016	2017	30-Jun							
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	8.5							
Complaints Withdrawn by Co	mplaina	nts	_	_									
Total Complaints Withdrawn by Complainants	2	6	6	7	3	4							
					Com	parative	Data						
				Drovice	ıs Fissal	Year Dat					2	018	
				Previou	as riscai	Teal Dat	.d				Т	hru	
	20	13	20	14	20	15	5 2016			2017		-Jun	
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		1		1		1		
Without Hearing	0	0	0	0	0	0	1	100	1	100	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	1	100	
					Com	parative	Data						
				Duarda	: :	Vaar Dal					2	018	
Findings of Discrimination Rendered by Basis				Previou	is riscai	Year Dat	.d				Thru		
Note: Complaints can be filed alleging multiple bases.	20	2013 2014 2015							2	2017	30	-Jun	
The sum of the bases were not excellent as well-into an if finding	ш	0/	д	0/	щ	0/	щ	0/	Д	0/	щ	0/	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		1		
Race	0	0	0	0	0	0	0	0	0	0	0	0	

Comparative Data

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	1	100
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 After Hearing	0		0		0		0		0		1	
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	1	100
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	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		
					Com	parative	Data					018		
		Previous Fiscal Year Data												
									_			hru		
		013		14		15		2016	1	017	1)-Jun		
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		0		0		1			
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	•	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	1	100		
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 After Hearing	0		0		0		0		0		1	
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	1	100
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	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												
Terms/conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0

Training	0	0	0	0	0	0	0	0	0	0	Λ	0
Other - User Define						0	U	U	U	U	1 0	
	0	0	0	0	0	0	0	0	0	0	Ιο	0
Constructive Discharge	U	, ,				U	U	U	U	U	U	0
			compara	tive Data	<u>а</u>	2018						
		Previous	Fiscal Y	ear Data	1							
					Thru							
Pending Complaints Filed in Previous Fiscal Years by Status	2013	2014	2015	2016	2017	30-Jun						
Total complaints from previous Fiscal Years	20	28	33	37	43	59						
Total Complainants	20	28	30	35	40	52						
Number complaints pending												
Investigation	3	3	2	1	1	0						
ROI issued, pending Complainant's action	1	0	0	0	0	2						
Hearing	16	25	30	36	42	52						
Final Agency Action	5	4	2	1	0	4						
Appeal with EEOC Office of Federal Operations	3	4	1	3	4	4						
		(Compara	tive Data	a							
		Dravious	. Fiscal V	oor Doto		2018						
	Previous Fiscal Year Data Thru											
Complaint Investigations	2013	2014	2015	2016	2017	30-Jun						
Pending Complaints Where Investigations Exceed Required Time												
Frames	7	4	5	1	4	3						