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

## PH-DCMA (and below)

For 4th Quarter 2018 for period ending September 30, 2018

		(	Compara	tive Data	а			
		Previous	Fiscal Y	ear Data	l	2018 Thru		
Complaint Activity	2013	2014	2015	2016	2017	30-Sep		
Number of Complaints Filed	46	44	43	50	50	61		
Number of Complainants	46	41	42	49	46	51		
Repeat Filers	0	3	1	1	3	2		
Complaints by Basis		Previous	s Fiscal Y	ear Data	l	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-Sep		
Race	19	26	12	16	20	28		
Color	6	9	4	2	11	9		
Religion	2	5	2	2	4	8		
Reprisal	12	22	28	30	30	24		
Sex	13	20	19	15	21	21		
PDA	0	0	0	0	1	0		
National Origin	10	7	4	3	6	9		
Equal Pay Act	0	0	0	0	0	0		
Age	16	25	23	17	14	29		
Disability	12	16	13	18	23	19		
Genetics	0	0	0	0	0	1		
Non-EEO	1	1	1	0	2	1		
		(	Compara	tive Dat	a			
	Dravious Fiscal Voor Data							

Complaints by Issue	FIEVIUUS FISCAI IEAI DACA								
Note: Complaints can be filed alleging multiple bases.	2012	224	2245	2016	2047	30-Sep			
The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	•			
Appointment/Hire	2	3	5	8	6	8			
Assignment of Duties	2	5	5	7	11	12			
Awards	0	1	1	2	0	3			
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	2			
Removal	2	0	2	1	0	2			
Other	0	0	0	0	0	1			
Duty Hours	1	0	0	0	3	2			
Perf. Eval./ Appraisal	2	1	2	4	5	11			
Examination/Test	0	1	0	0	0	0			
Harassment	•	•	•	•	•	•			
Non-Sexual	14	22	22	21	20	16			
Sexual	1	0	1	2	1	0			
Medical Examination	0	0	1	1	2	2			
Pay including overtime	0	1	0	2	0	8			
Promotion/Non-Selection	14	12	12	17	12	14			
Reassignment	•	•	•	•	•	•			
Denied	0	1	1	0	1	0			
Directed	0	0	1	2	4	2			
Reasonable Accommodation Disability	0	3	3	6	8	8			
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	11			
Termination	4	1	2	2	5	4			
Terms/Conditions of Employment	0	2	6	5	12	15			
Time and Attendance	0	3	2	4	11	10			
Training	1	0	1	2	5	7			
Other									
Constructive Discharge	0	0	0	1	2	0			

		(											
		Previous		ear Data		2018 Thru							
Processing Time	2013	2014	2015	2016	2017	30-Sep							
Complaints pending during fiscal year	•	•	T			•							
Average number of days in investigation			184.91			248.88							
Average number of days in final action	26.36	31.64	8.22	21.03	78.04	21.59							
Complaint pending during fiscal year where hearing was requested	_					_							
Average number of days in investigation	353.05		202.48	208.52	199.7	243.21							
Average number of days in final action	21.25	23.75	0	15.15	7.75	3.14							
Complaint pending during fiscal year where hearing was not requested	ed												
Average number of days in investigation	272.44	215.38	130	202.42	209.58	257.62							
Average number of days in final action	40	34.8	31.5	25.86	32.62	42.55							
			Compara	tive Data	a								
		Dravia	. Fissal V	ear Data		2018							
		Previous	s FISCAL Y	ear Data		Thru							
Complaints Dismissed by Agency	2013	2014	2015	2016	2017	30-Sep							
Total Complaints Dismissed by Agency	11	10	5	2	5	3							
Average days pending prior to dismissal	107.45	10.7	14.2	20	155.2	14							
Complaints Withdrawn by Co	mplaina	nts											
Total Complaints Withdrawn by Complainants	2	6	6	7	3	5							
					Com	parative	Data	l					
				Dreviou	ıc Eiccəl	Year Dat			2018				
				1100100	13 1 13ca1	icai bai	.a				Т	hru	
	20	13	20	14	20	15	2	2016	2	2017	30	-Sep	
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	l					
				Proviou	ıc Eiccəl	Year Dat					2	018	
Findings of Discrimination Rendered by Basis				FIEVIO	as riscai	icai Dai	.a				Т	hru	
Note: Complaints can be filed alleging multiple bases.	20	13	20	14	20	15	2	2016	2	2017	30-Sep		
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	

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
Disdonicy	U	U	U			U				J	U	U

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					
		Previous Fiscal Year Data										018 hru
	20	13	20	14	20	15	2	2016	2	2017	30	-Sep
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							-					
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

ime and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
raining	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
indings Without Hearing	0		0		0		0		0		0	
ppointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
ssignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
wards	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
Outy Hours	0	0	0	0	0	0	0	0	0	0	0	0
erf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
xamination/Test	0	0	0	0	0	0	0	0	0	0	0	0
larassment												
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
ay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
romotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
eassignment												
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
easonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
einstatement	0	0	0	0	0	0	0	0	0	0	0	0
eligious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
etirement	0	0	0	0	0	0	0	0	0	0	0	0
ex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
elework	0	0	0	0	0	0	0	0	0	0	0	0
ermination	0	0	0	0	0	0	0	0	0	0	0	0
erms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
ime and Attendance	0	0		0	0			0		_		0

	T	T T	T T	1	Г	T		T	1	T T	1	1
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 Dat	a							
		Dravious	s Eiscal V	ear Data								
		FICVIOUS	Thru									
Pending Complaints Filed in Previous Fiscal Years by Status	2013	2014	2015	2016	2017	30-Sep						
Total complaints from previous Fiscal Years	20	28	33	37	43	52						
Total Complainants	20	28	30	35	40	45						
Number complaints pending												
Investigation	3	3	2	1	1	0						
ROI issued, pending Complainant's action	1	0	0	0	0	0						
Hearing	16	25	30	36	42	47						
Final Agency Action	5	4	2	1	0	6						
Appeal with EEOC Office of Federal Operations	3	4	1	3	4	4			_			
		(	Compara	tive Data	a							
		Provious	s Eiscal V	oar Data	1	2018						
		Previous Fiscal Year Data Thru										
Complaint Investigations	2013	2014	2015	2016	2017	30-Sep						
Pending Complaints Where Investigations Exceed Required Time												
Frames	7	4	5	1	4	8						