

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

## PH-DCMA (and below)

For 1st Quarter 2019 for period ending December 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Number of Complaints Filed	44	43	50	50	61	7
Number of Complainants	41	42	49	46	51	7
Repeat Filers	3	1	1	3	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	26	12	16	20	28	3
Color	9	4	2	11	10	1
Religion	5	2	2	4	9	1
Reprisal	22	28	30	30	26	6
Sex	20	19	15	21	22	4
PDA	0	0	0	1	0	0
National Origin	7	4	3	6	9	1
Equal Pay Act	0	0	0	0	0	0
Age	25	23	17	14	29	3
Disability	16	13	18	23	20	3
Genetics	0	0	0	0	1	0
Non-EEO	1	1	0	2	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	3	5	8	6	8	1
Assignment of Duties	5	5	7	11	14	3
Awards	1	1	2	0	3	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						

Complaint Activity	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Demotion	1	1	0	1	2	1
Reprimand	2	5	0	3	5	1
Suspension	2	8	1	3	2	0
Removal	0	2	1	0	2	0
Other	0	0	0	0	1	0
Duty Hours	0	0	0	3	2	0
Perf. Eval./ Appraisal	1	2	4	5	11	3
Examination/Test	1	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	22	22	21	20	18	3
Sexual	0	1	2	1	0	1
Medical Examination	0	1	1	2	2	0
Pay including overtime	1	0	2	0	8	0
Promotion/Non-Selection	12	12	17	12	16	0
<b>Reassignment</b>						
Denied	1	1	0	1	0	0
Directed	0	1	2	4	2	0
Reasonable Accommodation Disability	3	3	6	8	8	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	3	9	11	1
Termination	1	2	2	5	4	0
Terms/Conditions of Employment	2	6	5	12	18	2
Time and Attendance	3	2	4	11	11	1
Training	0	1	2	5	9	1
<b>Other</b>						
Constructive Discharge	0	0	1	2	0	0
Processing Time	<b>Comparative Data</b>					2019 Thru 31-Dec
	<b>Previous Fiscal Year Data</b>					
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	205.15	184.91	204.81	204.35	247.07	263.62
Average number of days in final action	31.64	8.22	21.03	78.04	17.89	44.75
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	200.84	202.48	208.52	199.7	243.21	227
Average number of days in final action	23.75	0	15.15	7.75	0.25	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	215.38	130	202.42	209.58	252.65	274.6
Average number of days in final action	34.8	31.5	25.86	32.62	42.55	59.67
	<b>Comparative Data</b>					2019 Thru
	<b>Previous Fiscal Year Data</b>					

Complaint Activity	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
<b>Complaints Dismissed by Agency</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>31-Dec</b>
Total Complaints Dismissed by Agency	10	5	2	5	3	0
Average days pending prior to dismissal	10.7	14.2	20	155.2	14	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	6	6	7	3	6	1
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					
	<b>2014</b>		<b>2015</b>		<b>2016</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	1		0		1	
Without Hearing	0	0	0	0	1	100
With Hearing	1	100	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					
	<b>2014</b>		<b>2015</b>		<b>2016</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<i>Note: Complaints can be filed alleging multiple The sum of the bases may not equal total complaints and findings.</i>						
<b>Total Number Findings</b>	1		0		1	
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	100	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
<b>Findings After Hearing</b>						
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	100	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0

Complaint Activity	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Non-EEO	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		0		0	
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	1	0
Sex	0	0	0	0	0	100
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	100	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					
	<b>2014</b>		<b>2015</b>		<b>2016</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	1		0		1	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0

Complaint Activity	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	100
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Define						
Constructive Discharge	0	0	0	0	0	0
<b>Findings After Hearing</b>	0		0		0	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Define						

Complaint Activity	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Constructive Discharge	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		0		0	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
<b>Other - User Define</b>						
Constructive Discharge	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					<b>2019 Thru 31-Dec</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Total complaints from previous Fiscal Years	28	33	37	43	49	88
Total Complainants	28	30	35	40	42	70
<b>Number complaints pending</b>						
Investigation	3	2	1	1	0	27

<b>Complaint Activity</b>	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 31-Dec</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
ROI issued, pending Complainant's action	0	0	0	0	0	3
Hearing	25	30	36	42	47	52
Final Agency Action	4	2	1	0	3	3
Appeal with EEOC Office of Federal Operations	4	1	3	4	4	4
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 31-Dec</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	4	5	1	4	7	7