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

## PH-DCMA (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

Complaint Activity	Comparative Data					Ι		
	Previous Fiscal Year Data					2019		
						Thru		
	2014	2015	2016	2017	2018	31-Mar		
Number of Complaints Filed	44	43	50	50	61	23		
Number of Complainants	41	42	49	46	51	23		
Repeat Filers	3	1	1	3	2	0		
Complaints by Basis	Comparative Data							
	Previous Fiscal Year Data							
						Thru		
Note: Complaints can be filed alleging multiple bases.	2014	2015	2016	2017	2018	31-Mar		
The sum of the bases may not equal total complaints filed.								
Race	26	12	16	20	28	10		
Color	9	4	2	11	10	4		
Religion	5	2	2	4	9	3		
Reprisal	22	28	30	30	26	14		
Sex	20	19	15	21	22	11		
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	10		
Disability	16	13	18	23	20	8		
Genetics	0	0	0	0	1	0		
Non-EEO	1	1	0	2	1	1		
Complaints by Issue	Comparative Data							

	Previous Fiscal Year Data					2019 Thru
Note: Complaints can be filed alleging multiple bases.	2014	2015	2016	2017	2018	31-Mar
The sum of the bases may not equal total complaints filed.						
Appointment/Hire	3	5	8	6	8	3
Assignment of Duties	5	5	7	11	14	8
Awards	1	1	2	0	3	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action		•	•		•	•
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	1
Other	0	0	0	0	1	0
Duty Hours	0	0	0	3	2	0
Perf. Eval./ Appraisal	1	2	4	5	11	4
Examination/Test	1	0	0	0	0	0
Harassment	22	22	21	20	10	0
Non-Sexual Sexual	22 0	22	21	20	18 0	9
Medical Examination	0	1	1	2	2	0
Pay including overtime	1	0	2	0	8	1
Promotion/Non-Selection	12	12	17	12	16	3
Reassignment					10	
Denied	1	1	0	1	0	0
Directed	0	1	2	4	2	1
Reasonable Accommodation Disability	3	3	6	8	8	4
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	2
Termination	1	2	2	5	4	0
Terms/Conditions of						
Employment	2	6	5	12	18	6
Time and Attendance	3	2	4	11	11	5
Training	0	1	2	5	9	2
Other		1 0		2		
Constructive Discharge	0	0	1	2	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019
						Thru
	2014	2015	2016	2017	2018	31-Mar
Complaints pending during						
fiscal year			Г	1	1	1
Average number of days in						
investigation	205.15	184.91	204.8	204.35	247.07	264.46
Average number of days in						
final action	31.64	8.22	21.03	78.04	17.89	43.83
Complaint pending during						
fiscal year where hearing was						
requested	T T		ı	1	1	1
Average number of days in	200.04	202.40	200 5	100 7	242.24	255.52
investigation	200.84	202.48	208.5	199.7	243.21	255.53
Average number of days in final action	22.75	0	15 15	7 75	0.35	
	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	Π		1	<u> </u>	<u> </u>	<u> </u>
investigation	215.38	130	202.4	209.58	252.65	274.77
Average number of days in	213.36	130	202.4	203.36	232.03	2/4.//
final action	34.8	31.5	25.86	32.62	42.55	52.6
Complaints Dismissed by	Comparative	31.3	23.80	32.02	42.55	32.0
Agency	Data					
Agency	Data					
	Previous Fiscal					2019
	Year Data					2013
						Thru
	2014	2015	2016	2017	2018	31-Mar
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
Complaints Withdrawn by			•			
Complainants						
Total Complaints Withdrawn						
by Complainants	6	6	7	3	6	2
Total Final Agency Actions	Comparative					
Finding Discrimination	Data					
	Previous Fiscal					
	Year Data					
	I Cai Dala					

	2014		2015		2016		##		##		31-Mar	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		1		1		0	
Without Hearing	0	0	0	0	1	100	1	100	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	1	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data		•		•		•		1			
	Previous Fiscal Year Data										2019	
Note: Complaints can be filed alleging multiple bases.	2014		2015		2016		##		##		Thru 31-Mar	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		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	1	100	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 After Hearing	0		0		0		0		1		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	1	100	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
			0	0	0	0		0	0	0	0	
Equal Pay Act	0	0		_	0		0		0	0		0
Age Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics		ļ	_		_	0	0		0			0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination		U	U	U	U	U	U	U	U	U	U	U
	Comparative											
Rendered by Issue	Data											
	<b>Previous Fiscal</b>										2010	
	Year Data										2019	
											Th	
	2014		2015		2016		##		##		Thru 31-Mar	
	#	%	#	%	#	%	##	%	##	%	#	%
Total Number Findings	0	/0	0	/0	0	/0	0	/0	1	/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	U			0			۲	-		0	0	0
Status	0	О	0	0	0	0	0	0	0	0	0	0
Disciplinary Action				U						U	U	
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	1	100	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	1			<u> </u>		<u>I</u>		<u> </u>	1			<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		1										
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
Religious Accommodation				•		•						
Retirement	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							Ť		Ť			
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	Ū		Ū
Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
constructive Disentinge							<u> </u>			J	J	
Findings After Hearing	0		0		0		0		1		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									1			<u>I</u>
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	1	100	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
	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	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>			•		<u> </u>	Į.
Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in	6		-	•	•	-					-	-
Previous Fiscal Years by	Comparative											
Status	Data											
							1					
	Previous Fiscal					2019						
	Year Data											
						Thru						
1			T			1	1					

Total complaints from previous Fiscal Years

31-Mar

Total Complainants	28	30	35	40	42	68			
Number complaints pending	•								
Investigation	3	2	1	1	0	11			
ROI issued, pending									
Complainant's action	0	0	0	0	0	4			
Hearing	25	30	36	42	47	61			
Final Agency Action	4	2	1	0	3	6			
Appeal with EEOC Office of									
Federal Operations	4	1	3	4	4	4			
Complaint Investigations	Comparative Data								
	Previous Fiscal Year Data								
						Thru			
	2014	2015	2016	2017	2018	31-Mar			
Pending Complaints Where									
Investigations Exceed									
Required Time Frames	4	5	1	4	7	7			