Equal Employment Opportunity Data Pursuant to the No Fear Act:

PH-DCMA (and below)

For 3rd Quarter 2019 for period ending June 30, 2019

	Comparative Data							
	Pr	revious	Fiscal \	ear Da	ita	2019 Thru		
Complaint Activity	2014	2015	2016	2017	2018	30-Jun		
Number of Complaints Filed	44	43	50	50	61	36		
Number of Complainants	41	42	49	46	51	36		
Repeat Filers	3	1	1	3	2	0		
		C	ompar	ative D	ata			
Complaints by Basis	Pr	revious	Fiscal \	ear Da	ita	2019 Thru		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal	2014	2015	2016	2017	2018	30-Jun		
total complaints filed. Race	26	12	16	20	28	14		
Color	9	4	2	11	10	6		
Religion	5	2	2	4	9	3		
Reprisal	22	28	30	30	26	22		
Sex	20	19	15	21	22	18		
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	14		
Disability	16	13	18	23	20	9		
Genetics	0	0	0	0	1	0		
Non-EEO	1	1	0	2	1	1		
		C	ompar	ative D	ata	•		
Complaints by Issue	Pr	revious	Fiscal \	ear Da	ita	2019 Thru		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal	2014	2015	2016	2017	2018	30-Jun		
total complaints filed.								
Appointment/Hire	3	5	8	6	8	5		
Assignment of Duties	5	5	7	11	14	11		
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	1
Perf. Eval./ Appraisal	1	2	4	5	11	7
	1	0	0	0	0	0
Examination/Test	1	l O	U	U	l o	U
Harassment	1 22	22	24	20	40	16
Non-Sexual	22	22	21	20	18	16
Sexual	0	1	2	1	0	2
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	5
Reassignment						
Denied	1	1	0	1	0	1
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	3
Termination	1	2	2	5	4	0
Terms/Conditions of Employment	2	6	5	12	18	8
Time and Attendance	3	2	4	11	11	6
Training	0	1	2	5	9	3
Other	1	ı			ı	
Constructive Discharge	0	0	1	2	0	0
		C	ompar	ative D	ata	
			-			2019
	Pr	evious	Fiscal \	ear Da	ta	Thru
Processing Time	2014	2015	2016	2017	2018	30-Jun
Complaints pending during fiscal year	2014	2013	2010	2017	2010	30 3411
Average number of days in						
investigation	205.2	184.9	204.8	204.4	247.1	273.14
Investigation	203.2	104.5	204.8	204.4	247.1	2/3.14
Average number of days in final action	31.64	8.22	21 02	78.04	17.89	34.11
Average number of days in final action		l .	21.03		17.89	34.11
Complaint pending during fiscal year when	e nearii	ng was	reques	tea	ı	
Average number of days in	200.0	202.5	200 5	400.7	242.2	260.40
investigation	200.8	202.5	208.5	199.7	243.2	268.19
			4			ر ۾
Average number of days in final action		0	15.15	7.75	0.25	3.1
Complaint pending during fiscal year wher	e heari	ng was	not rec	uested	T	
Average number of days in						
investigation	215.4	130	202.4	209.6	252.7	279.62
Average number of days in final action	34.8	31.5	25.86	32.62	42.55	68.56
		C	ompar	ative D	ata	
	D.	ovie:::	Fig. co. l. \	/00" D-	+-	2019
	"	evious	riscai	ear Da	ıd	Thru
Complaints Dismissed by Agency	2014	2015	2016	2017	2018	30-Jun

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Total Complaints Dismissed by Agency	10	5	2	5	3	1						
Average days pending prior to dismissal	10.7	14.2	20	155.2	14	29						
Complaints Withdra	awn by	Compl	ainants	5								
Total Complaints Withdrawn by	_	_	_									
Complainants	6	6	7	3	6	2						
	Comparative Data											
				Previ	ous Fis	scal Year	Data				_	19
				1	_							nru
Total Final Agency Actions Finding)14)15		016		17		18		Jun
Discrimination Tatal Number Findings	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	1	100	1	100	1	0	0	
With Hearing	0	0	0	0	1	100	1	100	0	100	0	0
With Hearing	0	0	0	0	0	0	0	0	1	100	0	0
First and Birelands and Break and Break						Comparat	ive Dai	ld			20	19
Findings of Discrimination Rendered by				Previ	ious Fis	scal Year	Data					ru 1
Basis Note: Complaints can be filed alleging			1				1		1			
multiple bases.	20)14	20)15	2	016	20	17	20	18	30-	Jun
The sum of the bases may not equal		0/		0/	4	0/	щ	0/	щ	0/	ш	0/
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
					-	1						
Findings After Hearing	0		0	0	0		0		1		0	
Race Color	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0
Religion 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
	L	ı						1				

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
									<u> </u>			1
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
					C	omparat	ive Dat	a			1	
				Previ	ious Fis	cal Year	Data				2019	
			T		1						Thru	
Findings of Discrimination Rendered by		14		15	20	016	20	17	20	18	30-	-Jun
Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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												
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		ı	ı	ı		ı						
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		_	_							<u>. </u>		<u>,ı</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	U	U	U	U	L	U	ı u	L	L	
	0	_	_	^		_		_		I ^		
Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0

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					ı							
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					ı							
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
	_				ı	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				1	1	Г						1
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

	ī	T	•	T		,	1			•	1	1
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
		C	Compar	ative D	ata							
	D.		Fiscal \	Vaar Da		2019						
Pending Complaints Filed in Previous	Pi	evious	riscai	rear Da	ILd	Thru						
Fiscal Years by Status	2014	2015	2016	2017	2018	30-Jun						
Total complaints from previous Fiscal												
Years	28	33	37	43	49	71						
Total Complainants	28	30	35	40	42	56						
Number complaints pending												
Investigation	3	2	1	1	0	3						
DOI:												

Pr	evious	Fiscal \	∕ear Da	ta	2019 Thru
2014	2015	2016	2017	2018	30-Jun
28	33	37	43	49	71
28	30	35	40	42	56
3	2	1	1	0	3
0	0	0	0	0	3
25	30	36	42	47	58
4	2	1	0	3	6
4	1	3	4	4	4
	2014 28 28 3 0 25 4	2014 2015 28 33 28 30 3 2 0 0 25 30 4 2	2014 2015 2016 28 33 37 28 30 35 3 2 1 0 0 0 25 30 36 4 2 1	2014 2015 2016 2017 28 33 37 43 28 30 35 40 3 2 1 1 0 0 0 0 25 30 36 42 4 2 1 0	28 33 37 43 49 28 30 35 40 42 3 2 1 1 0 0 0 0 0 0 25 30 36 42 47 4 2 1 0 3

		Comparative Data								
	Dr	Previous Fiscal Year Data								
	FI									
Complaint Investigations	2014 2015 2016 2017 2018 3					30-Jun				
Pending Complaints Where Investigations										
Exceed Required Time Frames	4	5	1	4	7	8				