

Equal Employment Opportunity Data Pursuant to the No Fear Act: PH-DCMA (and below)

For 4th Quarter 2019 for period ending September 30, 2019

| Complaint Activity | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2019 Thru 30-Sep |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Number of Complaints Filed | 44 | 43 | 50 | 50 | 61 | 56 |
| Number of Complainants | 41 | 42 | 49 | 46 | 51 | 54 |
| Repeat Filers | 3 | 1 | 1 | 3 | 2 | 2 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019 Thru 30-Sep |
| | 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 | 23 |
| Color | 9 | 4 | 2 | 11 | 10 | 9 |
| Religion | 5 | 2 | 2 | 4 | 9 | 8 |
| Reprisal | 22 | 28 | 30 | 30 | 26 | 38 |
| Sex | 20 | 19 | 15 | 21 | 22 | 29 |
| PDA | 0 | 0 | 0 | 1 | 0 | 0 |
| National Origin | 7 | 4 | 3 | 6 | 9 | 6 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 25 | 23 | 17 | 14 | 29 | 20 |
| Disability | 16 | 13 | 18 | 23 | 20 | 21 |
| Genetics | 0 | 0 | 0 | 0 | 1 | 1 |
| 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 | 30-Sep |
| The sum of the bases may not equal total complaints filed. | | | | | | |
| Appointment/Hire | 3 | 5 | 8 | 6 | 8 | 6 |
| Assignment of Duties | 5 | 5 | 7 | 11 | 14 | 17 |
| Awards | 1 | 1 | 2 | 0 | 3 | 3 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 1 | 0 | 1 | 2 | 2 |
| Reprimand | 2 | 5 | 0 | 3 | 5 | 2 |
| 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 | 1 |
| Perf. Eval./ Appraisal | 1 | 2 | 4 | 5 | 11 | 10 |
| Examination/Test | 1 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 22 | 22 | 21 | 20 | 18 | 25 |
| Sexual | 0 | 1 | 2 | 1 | 0 | 3 |
| Medical Examination | 0 | 1 | 1 | 2 | 2 | 1 |
| Pay including overtime | 1 | 0 | 2 | 0 | 8 | 3 |
| Promotion/Non-Selection | 12 | 12 | 17 | 12 | 16 | 7 |
| Reassignment | | | | | | |
| Denied | 1 | 1 | 0 | 1 | 0 | 3 |
| Directed | 0 | 1 | 2 | 4 | 2 | 3 |
| Reasonable Accommodation Disability | 3 | 3 | 6 | 8 | 8 | 6 |
| 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 | 6 |
| Termination | 1 | 2 | 2 | 5 | 4 | 5 |
| Terms/Conditions of Employment | 2 | 6 | 5 | 12 | 18 | 15 |
| Time and Attendance | 3 | 2 | 4 | 11 | 11 | 10 |
| Training | 0 | 1 | 2 | 5 | 9 | 6 |
| Other | | | | | | |
| Constructive Discharge | 0 | 0 | 1 | 2 | 0 | 0 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | Thru 30-Sep |

| | | | | | | | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------|-----------|----------|-----------|----------|-------------------------|----------|
| Complaints pending during fiscal year | | | | | | | | | | | | |
| Average number of days in investigation | 205.15 | 184.91 | 204.81 | 204.35 | 247.07 | 267.32 | | | | | | |
| Average number of days in final action | 31.64 | 8.22 | 21.03 | 78.04 | 17.89 | 22.75 | | | | | | |
| 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 | 259.21 | | | | | | |
| Average number of days in final action | 23.75 | 0 | 15.15 | 7.75 | 0.25 | 3.21 | | | | | | |
| 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 | 274.9 | | | | | | |
| Average number of days in final action | 34.8 | 31.5 | 25.86 | 32.62 | 42.55 | 60.53 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2019 Thru 30-Sep | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | |
| Total Complaints Dismissed by Agency | 10 | 5 | 2 | 5 | 3 | 2 | | | | | | |
| Average days pending prior to dismissal | 10.7 | 14.2 | 20 | 155.2 | 14 | 47 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 6 | 6 | 7 | 3 | 6 | 3 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2019 Thru 30-Sep | |
| | 2014 | | 2015 | | 2016 | | ## | | ## | | 2019 Thru 30-Sep | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| 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 | | | | | | | | | | | |

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|---|----------------------------------|----------|-------------|----------|-------------|----------|-----------|----------|-----------|----------|---------------------------------|----------|
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2019 Thru 30-Sep | |
| | 2014 | | 2015 | | 2016 | | ## | | ## | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| 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 | | | | | | | | | | | | |
| 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 |
| Findings After Hearing | | | | | | | | | | | | |
| Appointment/Hire | 0 | | 0 | | 0 | | 0 | | 1 | | 0 | |

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|-------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | | | | | | | | | | | | |
| Constructive Discharge | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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|--|----------------------------------|-------------|-------------|-------------|-------------|--------------------|
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | Thru 30-Sep |
| Total complaints from previous Fiscal Years | 28 | 33 | 37 | 43 | 49 | 52 |
| Total Complainants | 28 | 30 | 35 | 40 | 42 | 42 |
| Number complaints pending | | | | | | |
| Investigation | 3 | 2 | 1 | 1 | 0 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 1 |
| Hearing | 25 | 30 | 36 | 42 | 47 | 46 |
| Final Agency Action | 4 | 2 | 1 | 0 | 3 | 3 |
| Appeal with EEOC Office of Federal Operations | 4 | 1 | 3 | 4 | 4 | 4 |

| | | | | | | |
|---------------------------------|----------------------------------|--|--|--|--|-------------|
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019 |
| | | | | | | Thru |

| | 2014 | 2015 | 2016 | 2017 | 2018 | 30-Sep | |
|---|-------------|-------------|-------------|-------------|-------------|---------------|--|
| Pending Complaints Where Investigations Exceed Required Time Frames | 4 | 5 | 1 | 4 | 7 | 3 | |