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

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

	1					
	Comparative					
Complaint Activity	Data					1
	Previous Fiscal					
	Year Data					2019
						Thru
	2014	2015	2016	2017	2018	30-Sep
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
	Comparative					
Complaints by Basis	Data					1
	Previous Fiscal					2010
	Year Data					2019
						-1
						Thru
Note: Complaints can be filed alleging multiple bases.	2014	2015	2016	2017	2018	30-Sep
aneging multiple bases.						
The sum of the bases may not equal total complaints filed.						
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
	Comparative					
Complaints by Issue	Data					
	Previous Fiscal					
	Year Data					2019
	Tear Dala					
						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						1
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			I			I
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	-		1	-	-	
Constructive Discharge	0	0	1	2	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru
	2014	2015	2016	2017	2018	30-Sep

Complaints pending during											
fiscal year											
Average number of days in	205.45	104.01	204.04	204.25	247.07	267.22					
investigation	205.15	184.91	204.81	204.35	247.07	267.32					
Average number of days in	21.64	0.22	21.02	70.04	17.00	22.75					
final action Complaint pending during	31.64	8.22	21.03	78.04	17.89	22.75					
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	200.84	202.40	208.32	199.7	245.21	239.21					
final action	23.75	0	15.15	7.75	0.25	3.21					
Complaint pending during	23.75	0	15.15	7.75	0.23	5.21					
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	215.58	130	202.42	209.58	252.05	274.5					
final action	34.8	31.5	25.86	32.62	42.55	60.53					
Complaints Dismissed by	Comparative	51.5	25.80	32.02	42.55	00.55					
Agency	Data										
Ageney	Data										
	Previous Fiscal					2019					
	Year Data					2015					
						-					
	1					Inru					
	2014	2015	2016	2017	2018	Thru 30-Sen					
Total Complaints Dismissed by	2014	2015	2016	2017	2018	30-Sep					
Total Complaints Dismissed by						30-Sep					
Agency	2014 10	2015 5	2016	2017 5	2018 3						
Agency Average days pending prior to	10	5	2	5	3	30-Sep 2					
Agency Average days pending prior to dismissal						30-Sep					
Agency Average days pending prior to dismissal Complaints Withdrawn by	10	5	2	5	3	30-Sep 2					
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants	10	5	2	5	3	30-Sep 2					
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn	10 10.7	5 14.2	2 20	5 155.2	3	30-Sep 2 47					
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants	10 10.7 6	5	2	5	3	30-Sep 2					
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions	10 10.7 6 Comparative	5 14.2	2 20	5 155.2	3	30-Sep 2 47					
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants	10 10.7 6 Comparative Data	5 14.2	2 20	5 155.2	3	30-Sep 2 47					
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions	10 10.7 6 Comparative Data Previous Fiscal	5 14.2	2 20	5 155.2	3	30-Sep 2 47					2019
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions	10 10.7 6 Comparative Data	5 14.2	2 20	5 155.2	3	30-Sep 2 47					2019
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions	10 10.7 6 Comparative Data Previous Fiscal	5 14.2	2 20	5 155.2	3	30-Sep 2 47					
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions	10 10.7 6 Comparative Data Previous Fiscal Year Data	5 14.2	2 20 7	5 155.2	3 14 6	30-Sep 2 47	###		##		Thru
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions	10 10.7 6 Comparative Data Previous Fiscal Year Data 2014	5 14.2 6	2 20 7 2015	5 155.2 3	3 14 6 2016	30-Sep 2 47 3	##	%	###		Thru 30-Sep
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions Finding Discrimination	10 10.7 6 Comparative Data Previous Fiscal Year Data	5 14.2	2 20 7	5 155.2	3 14 6 2016 #	30-Sep 2 47	##	%	## # 1	%	Thru
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions Finding Discrimination	10 10.7 6 Comparative Data Previous Fiscal Year Data 2014 #	5 14.2 6	2 20 7 2015 #	5 155.2 3	3 14 6 2016	30-Sep 2 47 3	#	%	#		Thru 30-Sep #
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions Finding Discrimination	10 10.7 6 Comparative Data Previous Fiscal Year Data 2014 # 0	5 14.2 6 %	2 20 7 2015 # 0	5 155.2 3 %	3 14 6 2016 # 1	30-Sep 2 47 3 3	# 1		# 1	%	Thru 30-Sep # 0
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing With Hearing	10 10.7 6 Comparative Data Previous Fiscal Year Data 2014 # 0 0 0	5 14.2 6 % 0	2 20 7 2015 # 0 0	5 155.2 3 % 0	3 14 6 2016 # 1 1	30-Sep 2 47 3	# 1 1	100	# 1 0	% 0	Thru 30-Sep # 0
Agency Average days pending prior to dismissal Complaints Withdrawn by Complainants Total Complaints Withdrawn by Complainants Total Final Agency Actions Finding Discrimination	10 10.7 6 Comparative Data Previous Fiscal Year Data 2014 # 0 0	5 14.2 6 % 0	2 20 7 2015 # 0 0	5 155.2 3 % 0	3 14 6 2016 # 1 1	30-Sep 2 47 3	# 1 1	100	# 1 0	% 0	Thru 30-Se # 0 0

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	Previous Fiscal Year Data										2019 Thru	
Note: Complaints can be filed alleging multiple bases.	2014		2015		2016		##		##		30-Sep	
The sum of the bases may not							11					
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
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 of Discrimination	Comparative			l	I							
Rendered by Issue	Data											
	Previous Fiscal										2019	
	Year Data											
											Thru	
	2014		2015		2016		##		##		30-Sep	
	#	%	#	%	#	%	#	%	#	%	#	%
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	1 1				1	1					1	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
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment					1	1			-			
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			-	1	1	r
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>	-	1.	-	-	-
Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
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Findings After Hearing	0	-	0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	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						•					T	
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							\square				1	
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				1	1		<u> </u>				•	
Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in	Comparative											
Pending Complaints Filed in Previous Fiscal Years by Status	Data					2019 Thur						
Previous Fiscal Years by Status	Data Previous Fiscal Year Data	2015	2016	2017	2019	Thru						
Previous Fiscal Years by Status	Data Previous Fiscal Year Data 2014	2015	2016	2017	2018							
Previous Fiscal Years by Status Total complaints from previous	Data Previous Fiscal Year Data 2014					Thru 30-Sep						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years	Data Previous Fiscal Year Data 2014 28	33	37	43	49	Thru 30-Sep 52						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants	Data Previous Fiscal Year Data 2014					Thru 30-Sep						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending	Data Previous Fiscal Year Data 2014 28 28 28	33 30	37 35	43 40	49 42	Thru 30-Sep 52 42						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation	Data Previous Fiscal Year Data 2014 28	33	37	43	49	Thru 30-Sep 52						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending	Data Previous Fiscal Year Data 2014 28 28 28 3	33 30 2	37 35 1	43 40 1	49 42 0	Thru 30-Sep 52 42 0						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action	Data Previous Fiscal Year Data 2014 28 28 28 3 0	33 30 2 0	37 35 1 0	43 40 1 0	49 42 0	Thru 30-Sep 52 42 0						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action Hearing	Data Previous Fiscal Year Data 2014 28 28 28 3 0 25	33 30 2 0 30	37 35 1 0 36	43 40 1 0 42	49 42 0 0 47	Thru 30-Sep 52 42 0 1 46						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action Hearing Final Agency Action	Data Previous Fiscal Year Data 2014 28 28 28 3 0	33 30 2 0	37 35 1 0	43 40 1 0	49 42 0	Thru 30-Sep 52 42 0						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action Hearing Final Agency Action Appeal with EEOC Office of	Data Previous Fiscal Year Data 2014 28 28 28 3 0 25 4	33 30 2 0 30 2	37 35 1 0 36 1	43 40 1 0 42 0	49 42 0 0 47 3	Thru 30-Sep 52 42 0 1 46 3						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action Hearing Final Agency Action Appeal with EEOC Office of	Data Previous Fiscal Year Data 2014 28 28 3 0 25 4 4	33 30 2 0 30	37 35 1 0 36	43 40 1 0 42	49 42 0 0 47	Thru 30-Sep 52 42 0 1 46						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action Hearing Final Agency Action Appeal with EEOC Office of Federal Operations	Data Previous Fiscal Year Data 2014 28 28 28 3 0 25 4 4 Comparative	33 30 2 0 30 2	37 35 1 0 36 1	43 40 1 0 42 0	49 42 0 0 47 3	Thru 30-Sep 52 42 0 1 46 3						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action Hearing Final Agency Action Appeal with EEOC Office of	Data Previous Fiscal Year Data 2014 28 28 3 0 25 4 4	33 30 2 0 30 2	37 35 1 0 36 1	43 40 1 0 42 0	49 42 0 0 47 3	Thru 30-Sep 52 42 0 1 46 3						
Previous Fiscal Years by Status Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action Hearing Final Agency Action Appeal with EEOC Office of Federal Operations Complaint Investigations	Data Previous Fiscal Year Data 2014 28 28 28 3 0 25 4 4 Comparative	33 30 2 0 30 2	37 35 1 0 36 1	43 40 1 0 42 0	49 42 0 0 47 3	Thru 30-Sep 52 42 0 1 46 3						

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