

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

For 1st Quarter 2018 for period ending December 31, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Dec
	2013	2014	2015	2016	2017	
Number of Complaints Filed	46	44	43	50	50	13
Number of Complainants	46	41	42	49	46	11
Repeat Filers	0	3	1	1	3	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Dec
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	19	26	12	16	20	5
Color	6	9	4	2	11	1
Religion	2	5	2	2	4	2
Reprisal	12	22	28	30	30	6
Sex	13	20	19	15	21	6
PDA	0	0	0	0	1	0
National Origin	10	7	4	3	6	3
Equal Pay Act	0	0	0	0	0	0
Age	16	25	23	17	14	4
Disability	12	16	13	18	23	4
Genetics	0	0	0	0	0	0
Non-EEO	1	1	1	0	2	1
Complaints by Issue	Previous Fiscal Year Data					2018 Thru 31-Dec
	2013	2014	2015	2016	2017	
	<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					

Appointment/Hire	2	3	5	8	6	1
Assignment of Duties	2	5	5	7	11	0
Awards	0	1	1	2	0	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	1	0	1	1
Reprimand	0	2	5	0	3	2
Suspension	2	2	8	1	3	0
Removal	2	0	2	1	0	1
Other	0	0	0	0	0	0
Duty Hours	1	0	0	0	3	1
Perf. Eval./ Appraisal	2	1	2	4	5	2
Examination/Test	0	1	0	0	0	0
<b>Harassment</b>						
Non-Sexual	14	22	22	21	20	4
Sexual	1	0	1	2	1	0
Medical Examination	0	0	1	1	2	1
Pay including overtime	0	1	0	2	0	1
Promotion/Non-Selection	14	12	12	17	12	3
<b>Reassignment</b>						
Denied	0	1	1	0	1	0
Directed	0	0	1	2	4	0
Reasonable Accommodation Disability	0	3	3	6	8	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	3	9	3
Termination	4	1	2	2	5	0
Terms/Conditions of Employment	0	2	6	5	12	4
Time and Attendance	0	3	2	4	11	2
Training	1	0	1	2	5	2
<b>Other</b>						
Constructive Discharge	0	0	0	1	2	0
<b>Comparative Data</b>						
<b>Previous Fiscal Year Data</b>					<b>2018 Thru</b>	



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	1	100	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
<b>Findings After Hearing</b>												
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	1	100	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
<b>Findings Without Hearing</b>												
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
<b>Comparative Data</b>												



Other - User Define												
Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>												
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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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
<b>Reassignment</b>												
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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018 Thru 31-Dec</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Total complaints from previous Fiscal Years	20	28	33	37	43	78
Total Complainants	20	28	30	35	40	68
<b>Number complaints pending</b>						
Investigation	3	3	2	1	1	16
ROI issued, pending Complainant's action	1	0	0	0	0	4
Hearing	16	25	30	36	42	57
Final Agency Action	5	4	2	1	0	2
Appeal with EEOC Office of Federal Operations	3	4	1	3	4	4
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018 Thru 31-Dec</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	7	4	5	1	4	9