

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

PH-DCMA (and below)

For 3rd Quarter 2018 for period ending June 30, 2018

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2018 Thru 30-Jun |
| | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Number of Complaints Filed | 46 | 44 | 43 | 50 | 50 | 49 |
| Number of Complainants | 46 | 41 | 42 | 49 | 46 | 43 |
| Repeat Filers | 0 | 3 | 1 | 1 | 3 | 2 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2018 Thru 30-Jun |
| | 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 | 21 |
| Color | 6 | 9 | 4 | 2 | 11 | 6 |
| Religion | 2 | 5 | 2 | 2 | 4 | 4 |
| Reprisal | 12 | 22 | 28 | 30 | 30 | 21 |
| Sex | 13 | 20 | 19 | 15 | 21 | 18 |
| PDA | 0 | 0 | 0 | 0 | 1 | 0 |
| National Origin | 10 | 7 | 4 | 3 | 6 | 7 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 16 | 25 | 23 | 17 | 14 | 21 |
| Disability | 12 | 16 | 13 | 18 | 23 | 17 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 1 | 1 | 1 | 0 | 2 | 1 |
| | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2018 |

| Complaints by Issue | PREVIOUS FISCAL YEAR DATA | | | | | Thru 30-Jun |
|--|---------------------------|------|------|------|------|----------------|
| | 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 | 5 |
| Assignment of Duties | 2 | 5 | 5 | 7 | 11 | 8 |
| Awards | 0 | 1 | 1 | 2 | 0 | 2 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 1 | 1 | 0 | 1 | 1 |
| Reprimand | 0 | 2 | 5 | 0 | 3 | 5 |
| Suspension | 2 | 2 | 8 | 1 | 3 | 1 |
| Removal | 2 | 0 | 2 | 1 | 0 | 2 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 1 | 0 | 0 | 0 | 3 | 2 |
| Perf. Eval./ Appraisal | 2 | 1 | 2 | 4 | 5 | 8 |
| Examination/Test | 0 | 1 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 14 | 22 | 22 | 21 | 20 | 15 |
| Sexual | 1 | 0 | 1 | 2 | 1 | 0 |
| Medical Examination | 0 | 0 | 1 | 1 | 2 | 2 |
| Pay including overtime | 0 | 1 | 0 | 2 | 0 | 6 |
| Promotion/Non-Selection | 14 | 12 | 12 | 17 | 12 | 13 |
| Reassignment | | | | | | |
| Denied | 0 | 1 | 1 | 0 | 1 | 0 |
| Directed | 0 | 0 | 1 | 2 | 4 | 2 |
| Reasonable Accommodation Disability | 0 | 3 | 3 | 6 | 8 | 7 |
| 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 | 10 |
| Termination | 4 | 1 | 2 | 2 | 5 | 4 |
| Terms/Conditions of Employment | 0 | 2 | 6 | 5 | 12 | 12 |
| Time and Attendance | 0 | 3 | 2 | 4 | 11 | 9 |
| Training | 1 | 0 | 1 | 2 | 5 | 7 |
| Other | | | | | | |
| Constructive Discharge | 0 | 0 | 0 | 1 | 2 | 0 |

| | | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|---------------------------------|---|---|---|---|---|---|---|
| Training | 0 | 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 |
| | Comparative Data | | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2018 Thru 30-Jun | | | | | | | |
| Pending Complaints Filed in Previous Fiscal Years by Status | 2013 | 2014 | 2015 | 2016 | 2017 | | | | | | | | |
| Total complaints from previous Fiscal Years | 20 | 28 | 33 | 37 | 43 | 59 | | | | | | | |
| Total Complainants | 20 | 28 | 30 | 35 | 40 | 52 | | | | | | | |
| Number complaints pending | | | | | | | | | | | | | |
| Investigation | 3 | 3 | 2 | 1 | 1 | 0 | | | | | | | |
| ROI issued, pending Complainant's action | 1 | 0 | 0 | 0 | 0 | 2 | | | | | | | |
| Hearing | 16 | 25 | 30 | 36 | 42 | 52 | | | | | | | |
| Final Agency Action | 5 | 4 | 2 | 1 | 0 | 4 | | | | | | | |
| Appeal with EEOC Office of Federal Operations | 3 | 4 | 1 | 3 | 4 | 4 | | | | | | | |
| | Comparative Data | | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2018 Thru 30-Jun | | | | | | | |
| Complaint Investigations | 2013 | 2014 | 2015 | 2016 | 2017 | | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 7 | 4 | 5 | 1 | 4 | 3 | | | | | | | |