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

FEMA (and below)

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

			Compara	tive D	ata	
Complaint Activity	F	revious	Fiscal Y	ear Da	ta	2019 Thru
	2014	2015	2016	2017	2018	30-Jun
Number of Complaints Filed	78	82	85	85	165	108
Number of Complainants	78	81	85	84	163	104
Repeat Filers	0	1	0	1	2	4
Complaints by			Compara	tive D	ata	
Basis	F	Previous	Fiscal Y	ear Da	ta	2019 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	30-Jun
Race	26	26	22	30	62	38
Color	3	9	9	8	22	6
Religion	2	4	2	3	2	1
Reprisal	45	33	30	30	64	41
Sex	24	21	23	31	58	42
PDA	0	0	1	0	1	3
National Origin	9	6	15	12	17	6
Equal Pay Act	1	0	0	0	0	0
Age	13	25	20	20	45	24
Disability	20	20	30	25	50	28
Genetics	0	1	1	0	1	0
Non-EEO	2	4	3	5	15	6

Complaints by		ata				
Issue	F	revious	Fiscal Ye	ear Da	ta	2019 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	30-Jun
Appointment/H ire	3	1	3	3	13	7
Assignment of Duties	9	12	5	4	6	7
Awards	1	1	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Acti		1			1	
Demotion	0	0	0	0	1	3
Reprimand	0	2	1	1	3	1
Suspension	4	2	4	3	1	1
Removal	2	2	0	0	1	1
Duty Hours	0	1	0	0	0	1
Perf. Eval./ Appraisal	5	11	12	10	14	10
Examination/Te st	0	0	0	0	0	0
Harassment						
Non-Sexual	23	24	27	16	47	39
Sexual	5	3	2	2	16	5
Medical Examination	0	0	1	0	1	0
Pay including overtime	1	2	1	3	1	2
Promotion/No n-Selection	6	13	7	14	13	12
Reassignment		·				
Denied	1	0	1	1	2	2
Directed	0	4	0	1	0	1

Reasonable						
Accommodatio	6	5	6	8	6	7
n Disability						
Reinstatement	0	1	0	0	1	0
Religious						
Accommodatio	0	0	0	0	1	0
n						
Retirement	0	0	0	1	0	0
Sex-	0	0	0	0	0	0
Stereotyping			_			
Telework	0	0	4	4	3	2
Termination	10	14	8	14	25	10
Terms/Conditio						
ns of	24	16	17	16	50	25
Employment						
Time and	5	0	4	3	3	2
Attendance		Ů	7			
Training	4	0	2	3	7	1
Other						
D		-	Compara	itive D	ata	2010
Processing	P	revious	Fiscal Y	ear Da	ta	2019
Time	2014	2015	2016	2047	2010	Thru
Complaints pend	2014	2015	2016	2017	2018	30-Jun
·	ing dai	ing nac				
Average				639	632	<i>4</i> 81 97
Average number of days	425	605	566.8	639	632	481.97
Average number of days in investigation				639	632	481.97
Average number of days in investigation Average	425	605	566.8			
Average number of days in investigation Average number of days				639 136	632 107	481.97 210.77
Average number of days in investigation Average number of days in final action	425 98.9	605	566.8	136	107	210.77
Average number of days in investigation Average number of days in final action Complaint pendi	425 98.9	605	566.8	136	107	210.77
Average number of days in investigation Average number of days in final action Complaint pendi Average	425 98.9 ng duri	605 79.4 ng fisca	566.8 157.8 I year wh	136 nere he	107 aring w	210.77 as
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days	425 98.9	605	566.8	136	107	210.77
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation	425 98.9 ng duri	605 79.4 ng fisca	566.8 157.8 I year wh	136 nere he	107 aring w	210.77 as
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average	425 98.9 ng duri	605 79.4 ng fisca	566.8 157.8 I year wh	136 nere he	107 aring w	210.77 as 410.71
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation	425 98.9 ng duri	605 79.4 ng fisca 599	566.8 157.8 I year wh	136 nere he	107 aring w	210.77 as
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in investigation	425 98.9 ng duri 390	605 79.4 ng fisca 599	566.8 157.8 I year wh 590.2	136 nere he	107 aring w 502 64.6	210.77 as 410.71
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days	425 98.9 ng duri 390	605 79.4 ng fisca 599	566.8 157.8 I year wh 590.2	136 nere he	107 aring w 502 64.6	210.77 as 410.71
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in investigation Complaint pendi Complaint pendi	425 98.9 ng duri 390	605 79.4 ng fisca 599	566.8 157.8 I year wh 590.2	136 nere he	107 aring w 502 64.6	210.77 as 410.71
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average	425 98.9 ng duri 390 41.4	605 79.4 ng fisca 599 39.4 ng fisca	566.8 157.8 I year wh 590.2 69.5	136 717 63.6	107 aring w 502 64.6 aring w	210.77 as 410.71 150 as not
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in final action Complaint pendi Average number of days	425 98.9 ng duri 390 41.4	605 79.4 ng fisca 599 39.4 ng fisca	566.8 157.8 I year wh 590.2 69.5	136 717 63.6	107 aring w 502 64.6 aring w	210.77 as 410.71 150 as not
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in final action Complaint pendi Average number of days in investigation	425 98.9 ng duri 390 41.4	605 79.4 ng fisca 599 39.4 ng fisca	566.8 157.8 I year wh 590.2 69.5	136 717 63.6	107 aring w 502 64.6 aring w	210.77 as 410.71 150 as not
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in final action Complaint pendi Average number of days in investigation	425 98.9 ng duri 390 41.4	605 79.4 ng fisca 599 39.4 ng fisca 613	566.8 157.8 1 year wh 590.2 69.5	136 717 63.6 ere he	107 aring w 502 64.6 aring w	210.77 as 410.71 150 as not 510.79
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in final action Complaint pendi Average number of days in investigation	425 98.9 ng duri 390 41.4	605 79.4 ng fisca 599 39.4 ng fisca	566.8 157.8 I year wh 590.2 69.5	136 717 63.6	107 aring w 502 64.6 aring w	210.77 as 410.71 150 as not
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in final action Complaint pendi Average number of days in investigation	425 98.9 ng duri 390 41.4	605 79.4 ng fisca 599 39.4 ng fisca 613	566.8 157.8 1 year wh 590.2 69.5	136 717 63.6 ere he	107 aring w 502 64.6 aring w	210.77 as 410.71 150 as not 510.79

Complaints		Comparative Data									
Dismissed by Agency	F	Previous Fiscal Year Data Thru									
	2014	2015	2016	2017	2018	30-Jun					
Total Complaints Dismissed by Agency	9	8	2	6	3	6					
Average days pending prior to dismissal	201	213	126	410	181	210					
Comp	laints \	Nithdra	wn by Co	omplai	nants						
Total Complaints Withdrawn by Complainants	8	11	4	9	12	19					
				-							

Total Final Agency Actions						Compa	rative D	ata				
Finding				Pre	vious Fi	scal Year	Data				2019 Thru	
Discrimination	20	14	201	5		016	203	17	201		30-Ju	n
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		3		0		2	
Without Hearing	0	0	0	0	0	0	1	33	0	0	2	100
With Hearing	0	0	3	100	1	100	2	67	0	0	0	0
Findings of Discrimination Rendered by Basis				Dro	vious Fi	Compa		ata			2019)
					vious i i		Data				Thru	
Note: Complaints can be filed alleging multiple bases.	20)14	201	5	2	016	20:	17	201	8	30-Ju	n
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		0		3	

Race	0	0	2	100	0	0	1	33	0	0	1	33
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	1	50	0	0	1	33	0	0	1	33
Sex	0	0	1	50	1	100	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	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	33	0	0	1	33
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	0		2		1		2		0		1	
Hearing	O				1		2		O		1	
Race	0	0	2	100	0	0	1	50	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	1	50	0	0	1	50	0	0	1	100
Sex	0	0	1	50	1	100	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	1	50	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	0		0		0		1		0		2	
Hearing												
Race	0	0	0	0	0	0	0	0	0	0	1	50
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	1	100	0	0	1	50
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						Compa	rative D	ata				
Discrimination Rendered by				Pre	vious Fi	scal Year	Data				2019 Thru	
Issue	20	14	201	5	2	016	20:	17	201	8	30-Ju	
155410	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		0		3	
Appointment/H ire	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	n			3			-			•		•
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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	50	0	0	0	0	0	0	0	0
Examination/Te st	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		ı		<u> </u>		I						
Non-Sexual	0	0	0	0	1	100	0	0	0	0	1	33
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/No n-Selection	0	0	1	50	0	0	2	67	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 Accommodatio n Disability	0	0	0	0	0	0	1	33	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious												
Accommodatio n	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	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 1 0 1	0 0 0 33 0 33
Termination 0 0 1 50 0 Terms/Conditions of 0 0 0 0 0 0 Employment 0 0 0 0 0 0 0 Time and Attendance 0	0 0 0 0	0 0 0 0	0 0 0	0 0 0 0	0 0 0	0 1 1	0 33 0 33
Terms/Conditio ns of	0 0 0	0 0 0 2 0	0 0 0	0 0 0	0 0 0	1 0 1	33 0 33
ns of Employment 0	0 0	0 0 2 0	0 0	0 0 0	0 0	0 1	0 33
Attendance	0 0	0 2 0	0	0 0	0	1	33
Other - User Define Findings After Hearing	0 0	2 0	0	0	0	1	
Findings After Hearing 2 1 Appointment/H 0 0 0 0 0 0	0	0		0			0
Hearing 2 1 Appointment/H 0 0 0 0 0	0	0		0			0
Hearing 2 1 Appointment/H 0 0 0 0 0	0	0		0			0
	0	0				0	0
ire			0	0			
Assignment of Duties 0 0 0 0 0 0	0	Ο			0	0	0
Awards 0 0 0 0 0			0	0	0	0	0
Conversion to Full Time/Perm 0 0 0 0 0 Status	0	0	0	0	0	0	0
Disciplinary Action	<u> </u>						
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
Duty Hours 0 0 0 0 0	0	0	0	0	0	0	0
Perf. Eval./ 0 0 1 50 0 Appraisal 0 0 1 50 0	0	0	0	0	0	0	0
Examination/Te o o o o o	0	0	0	0	0	0	0
Harassment	•						
Non-Sexual 0 0 0 0 1	100	0	0	0	0	1	100
Sexual 0 0 0 0 0	0	0	0	0	0	0	0
Medical 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/No 0 0 1 50 0	0	2	100	0	0	0	0
Reassignment		-					
Denied 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 Accommodatio 0 0 0 0 0 0 0 n Disability	0	0	0	0	0	0	0

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious												
Accommodatio	0	0	0	0	0	0	0	0	0	0	0	0
n												
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-	•		_	_		0	_	0	_	_	0	0
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	1	50	0	0	0	0	0	0	0	0
Terms/Conditio												
ns of	0	0	0	0	0	0	0	0	0	0	0	0
Employment												
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 Def												
Findings												
Without	0		0		0		1		0		2	
Hearing												
Appointment/H												
ire	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	0	0	0	0	0	0	0	0	0	0	0	0
Status								ľ				
Disciplinary Action	n	<u> </u>	<u> </u>		ļ		<u> </u>		<u> </u>			<u> </u>
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
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/Te												
st	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		<u> </u>	<u> </u>	<u> </u>	<u> </u>			<u> </u>	<u> </u>	<u> </u>	l	<u> </u>
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												\vdash
Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including												
-	0	0	0	0	0	0	0	0	0	0	0	0
overtime				<u> </u>								

Promotion/No	0	0	0	0	0	0	0	0	0	0	0	0
n-Selection												
Reassignment		T				•	T					
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												
Accommodatio	0	0	0	0	0	0	1	100	0	0	0	0
n Disability												
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious												
Accommodatio	0	0	0	0	0	0	0	0	0	0	0	0
n												
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-	0	0	0			0	0		0	0	0	0
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/Conditio												
ns of	0	0	0	0	0	0	0	0	0	0	1	50
Employment												
Time and	0	0	_	0	0	0	0	0	0	0	0	0
Attendance	U	0	0	0	U	U	0	0	U	U	U	
Training	0	0	0	0	0	0	0	0	0	0	1	50
Other - User Def	ine											
Donding												

Pending Complaints Filed in		Comparative Data										
Previous Fiscal Years by Status	F	Previous	Fiscal Y	ear Da	ta	2019 Thru						
	2014	2015	2016	2017	2018	30-Jun						
Total complaints from previous Fiscal Years	178	183	198	217	223	268						
Total Complainants	174	179	194	215	220	262						
Number compla	ints pe	nding										
Investigation	45	42	53	106	44	17						
ROI issued, pending Complainant's action	7	3	1	2	10	20						
Hearing	98	103	94	91	102	137						
Final Agency Action	24	31	36	16	48	94						

Appeal with EEOC Office of Federal Operations	192	76	192	193	198	205	
On a shakat		(Compara	tive D	ata	2010	
Complaint Investigations	F	revious	Fiscal Y	ear Da	ta	2019 Thru	
	2014	2015	2016	2017	2018	30-Jun	İ
Pending Complaints Where Investigations Exceed Required Time Frames	68	67	83	140	92	29	