Equal Employmentnt Opportunity Data Posted Pursuant to the No Fear Act: FEMA (and below) For 3rd Quarter 2021 for period ending June 30, 2021

	Comparative Data										
Complaint Activity	Р	revious	Fiscal `	Year Da	ta	2021 Thru					
	2016	2017	2018	2019	2020	30- Jun					
Number of Complaints Filed	85	85	165	108	119	100					
Number of Complainants	85	84	163	104	111	93					
Repeat Filers	0	1	2	4	7	6					
		Comparative Data									
Complaints by Basis	Р										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021 Thru 30- Jun					
Race	22	30	62	38	50	40					
Color	9	8	22	6	18	12					
Religion	2	3	2	1	2	1					
Reprisal	30	30	64	41	57	53					
Sex	23	31	58	42	40	30					
PDA	1	0	1	3	0	0					
National Origin	15	12	17	6	15	12					
Equal Pay Act	0	0	0	0	1	0					
Age	20	20	45	24	45	30					

Disability	30	25	50	28	33	22					
Genetics	1	0	1	0	2	0					
Non-EEO	3	5	15	6	6	4					
	Comparative Data										
Complaints by Issue	Р										
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021 Thru 30- Jun					
Appointment/Hire	3	3	13	7	16	10					
Assignment of Duties	5	4	6	7	13	6					
Awards	0	0	0	0	1	0					
Conversion to Full Time/Perm Status	0	1	0	0	0	0					
Disciplinary Action	1	•	•								
Demotion	0	0	1	3	0	0					
Reprimand	1	1	3	1	2	3					
Suspension	4	3	1	1	1	3					
Removal	0	0	1	1	2	1					
Duty Hours	0	0	0	1	0	0					
Perf. Eval./ Appraisal	12	10	14	10	9	15					
Examination/Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	27	16	47	39	43	38					
Sexual	2	2	16	5	1	2					
Medical Examination	1	0	1	0	0	0					
Pay including overtime	1	3	1	2	2	1					
Promotion/Non-Selection	7	14	13	12	20	17					
Reassignment											
Denied	1	1	2	2	0	0					

Directed	0	1	0	1	1	0			
Reasonable Accommodation Disability	6	8	6	7	6	6			
Reinstatement	0	0	1	0	0	0			
Religious Accommodation	0	0	1	0	0	0			
Retirement	0	1	0	0	0	0			
Sex-Stereotyping	0	0	0	0	1	0			
Telework	4	4	3	2	1	0			
Termination	8	14	25	10	17	15			
Terms/Conditions of Employment	17	16	50	25	17	9			
Time and Attendance	4	3	3	2	3	3			
Training	2	3	7	1	3	3			
Other									
	Comparative Data								
Processing Time	Р	ta	2021						
Processing time	<u> </u>	evious	Fiscal \	i cai Da		Thru 30-			
	2016	2017	2018	2019	2020	Jun			
Complaints pending during fiscal year									
Average number of days in investigation	566.8	639.1	631.5	482	460.5	368.36			
Average number of days in final action	157.8	135.5	107	210.8	234.6	210.41			
Complaint pending during fiscal year where h	earing w	/as requ	ested						
Average number of days in investigation	590.2	717.2	501.5	410.7	435.7	265.83			
Average number of days in final action	69.5	63.62	64.6	150	73.65	116.47			
Complaint pending during fiscal year where h	earing w	/as not r	equeste	d					
Average number of days in investigation	545.6	548.9	719.8	510.8	477.5	515.68			
Average number of days in final action	246.1	315.7	159.9	263.5	334.7	342.21			
		(Compar	ative Da	ıta				
Complaints Dismissed by Agency	1					2021			

	2016	2017	2018	2019	2020	30- Jun						
Total Complaints Dismissed by Agency	2	6	3	6	15	3						
Average days pending prior to dismissal	126	410	181	210	779	910						
Complaints Withd	rawn by	Compl	ainants									
Total Complaints Withdrawn by Complainants	4	9	12	19	11	14						
						Co	omparativ	e Data				
Total Final Agency Actions Finding Discrimination					Previou	ıs Fiscal	Year Data				Th	21 1ru
	20	16	20	17	20	018	20	19	2020		30-	Jun
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		3		0		2		8		0	
Without Hearing	0	0	1	33	0	0	2	100	3	38	0	0
With Hearing	1	100	2	67	0	0	0	0	5	63	0	0
	Comparative Data											
Findings of Discrimination Rendered by Basis					Previou	ıs Fiscal	Year Data					21 1ru
Note: Complaints can be filed alleging	20	16	20	17	20	018	2019 2020)20	30-Jun	
multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		3		0		3		7		0	
Race	0	0	1	33	0	0	1	33	2	29	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	33	0	0	1	33	2	29	0	0
Sex	1	100	0	0	0	0	0	0	3	43	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	2	29	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	3	43	0	0
Disability	0	0	1	33	0	0	1	33	2	29	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
		<u>'</u>	•	<u>'</u>		<u>'</u>	<u>'</u>					
Findings After Hearing	1		2		0		1		5		0	
Race	0	0	1	50	0	0	0	0	1	20	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	100	1	20	0	0
Sex	1	100	0	0	0	0	0	0	3	60	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	1	20	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	3	60	0	0
Disability	0	0	0	0	0	0	0	0	2	40	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		1		0		2		2		0	
Race	0	0	0	0	0	0	1	50	1	50	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	50	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	1	50	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	1	100	0	0	1	50	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
						Co	omparativ	e Data				
Findings of Discrimination Rendered by Issue					Previo	us Fiscal	Year Data					ıru
	20)16	20	17	2	018	20	19	20	20	30-	Jun
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		3		0		3		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	20	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	1	20	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	1	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	1	33	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	2	67	0	0	0	0	3	60	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	1	33	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	1	33	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	1	33	0	0	0	0
Other - User Define												
Findings After Hearing	1		2		0		1		4		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	25	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	1	25	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	1	25	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	1	100	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	2	100	0	0	0	0	2	50	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												
Findings Without Hearing	0		1		0		2		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
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	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	1	100	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	1	100	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	1	50	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	1	50	0	0	0	0
Other - User Define												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data									
	Р	ta	2021 Thru 30-							
	2016	2017	2018	2019	2020	Jun				
Total complaints from previous Fiscal Years	198	217	223	268	187	210				
Total Complainants	194	215	220	262	181	198				
Number complaints pending										
Investigation	53	106	44	17	10	17				
ROI issued, pending Complainant's action	1	2	10	20	3	2				
Hearing	94	91	102	137	121	136				
Final Agency Action	36	16	48	94	46	43				

Appeal with EEOC Office of Federal Operations	192	193	198	205	222	234
Complaint Investigations	Р	2021 Thru 30-				
	2016	2017	2018	2019	2020	Jun
Pending Complaints Where Investigations Exceed Required Time Frames	83	140	92	29	25	27