

"Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174."

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Complaint Activity	Comparative Data Previous Fiscal Year Data					2017 thru 9/30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	16	24	18	18	15	9
Number of Amendments	1	1	0	0	0	0
Number of Complainants	16	24	18	18	15	9
Repeat Filers	0	0	0	0	0	0

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2017 thru 9/30
	2012	2013	2014	2015	2016	
Race	4	16	7	3	3	3
Color	2	5	1	1	1	1
Religion	1	6	2	1	0	1
Reprisal	11	20	8	7	5	5
Sex	5	21	9	9	1	1
National Origin	0	5	1	0	1	1
Equal Pay	0	0	0	0	0	0
Age	10	12	13	7	4	2
Disability-Mental	1	4	1	1	0	1
Disability-Physical	5	3	4	2	6	3
Non-EEO Basis	0	3	0	0	0	0

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2017 thru 9/30
	2012	2013	2014	2015	2016	
Appointment/Hire	0	0	0	1	2	0
Assignment of Duties	0	6	1	3	2	1
Awards	0	1	0	0	0	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	1	4	0	0	0	0
Termination	0	0	0	0	0	0
Suspension	1	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	1	0	0
Equal Pay Act Violation	0	0	0	0	0	0
Evaluation/Appraisal	2	7	1	2	3	1
Examination/Test	0	0	0	0	0	0
Harrassment						
Nonsexual	3	15	5	4	4	4
Sexual	1	1	0	0	0	0
Medical Examination	0	0	0	0	0	1
Pay Including Overtime	0	1	0	1	0	0
Performance Improvement Plan (PIP)	0	0	0	0	0	0
Promotion/Non-Selection	9	5	8	9	8	1
Reassignment						
Request Denied	0	1	0	1	0	1
Directed	0	1	0	0	1	0
Failure to Accommodate	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	1

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2017 thru 9/30
	2012	2013	2014	2015	2016	
	Terms/Conditions of Employment	1	4	0	3	
Time and Attendance	1	3	1	1	1	1
Training	1	2	0	0	0	0
Other	0	2	0	4	2	1

Processing Time	Comparative Data Previous Fiscal Year Data					2017 thru 9/30
	2012	2013	2014	2015	2016	
	Complaints pending (for any length of time) during fiscal year					
Average number of days in investigation stage	110	146	151	144	157	161
Average number of days in final action stage	74	67	67	69	62	96
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage	71	148	150	249	240	198
Average number of days in final action stage	45	45	45	45	109	137
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	113	146	151	121	134	157
Average number of days in final action stage	78	73	71	75	51	76

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2017 thru 9/30
	2012	2013	2014	2015	2016	
	Total Complaints Dismissed By Agency	0	1	4	1	
Average days pending prior to dismissal	0.00	37.00	142.00	124.00	(64.00)	106.00
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	1	1	3	0	3	1

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2017 thru 9/30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0	100 %	0	100 %	0	100 %	0	100 %	0	100 %	1	100 %
Without Hearing	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %
With Hearing	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2017 thru 9/30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %
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 %
National Origin	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Equal Pay	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 %

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											2017 thru 9/30		
	2012		2013		2014		2015		2016					
	#	%	#	%	#	%	#	%	#	%	#	%		
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Findings After Hearing	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Race	0	0 %	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 %	0	0 %
Religion	0	0 %	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 %	0	0 %
Sex	0	0 %	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 %	0	0 %
Equal Pay	0	0 %	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 %	0	0 %
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Findings Without Hearing	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %
Race	0	0 %	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 %	0	0 %
Religion	0	0 %	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 %	0	0 %
Sex	0	0 %	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 %	0	0 %
Equal Pay	0	0 %	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 %	0	0 %
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2017 thru 9/30		
	2012		2013		2014		2015		2016					
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %
Appointment/Hire	0	0 %	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 %	0	0 %
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Conversion to Full-Time	0	0 %	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 %	0	0 %
Reprimand	0	0 %	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 %	0	0 %
Suspension	0	0 %	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 %	0	0 %
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Evaluation/Appraisal	0	0 %	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 %	0	0 %
Harrasment														

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2017 thru 9/30		
	2012		2013		2014		2015		2016					
	#	%	#	%	#	%	#	%	#	%	#	%		
Nonsexual	0	0 %	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 %	0	0 %
Medical Examination	0	0 %	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 %	0	0 %
Performance Improvement Plan (PIP)	0	0 %	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 %	1	100 %
Reassignment														
Request Denied	0	0 %	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 %	0	0 %
Failure to Accommodate	0	0 %	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 %	0	0 %
Retirement	0	0 %	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 %	0	0 %
Time and Attendance	0	0 %	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 %	0	0 %
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Findings Afer Hearing	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Appointment/Hire	0	0 %	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 %	0	0 %
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Conversion to Full-Time	0	0 %	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 %	0	0 %
Reprimand	0	0 %	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 %	0	0 %
Suspension	0	0 %	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 %	0	0 %
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Evaluation/Appraisal	0	0 %	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 %	0	0 %
Harrassment														
Nonsexual	0	0 %	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 %	0	0 %
Medical Examination	0	0 %	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 %	0	0 %
Performance Improvement Plan (PIP)	0	0 %	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 %	0	0 %
Reassignment														
Request Denied	0	0 %	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 %	0	0 %
Failure to Accommodate	0	0 %	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 %	0	0 %
Retirement	0	0 %	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 %	0	0 %

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2017 thru 9/30		
	2012		2013		2014		2015		2016					
	#	%	#	%	#	%	#	%	#	%	#	%		
Time and Attendance	0	0 %	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 %	0	0 %
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Findings Without Hearing	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %
Appointment/Hire	0	0 %	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 %	0	0 %
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Conversion to Full-Time	0	0 %	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 %	0	0 %
Reprimand	0	0 %	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 %	0	0 %
Suspension	0	0 %	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 %	0	0 %
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Evaluation/Appraisal	0	0 %	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 %	0	0 %
Harrassment														
Nonsexual	0	0 %	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 %	0	0 %
Medical Examination	0	0 %	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 %	0	0 %
Performance Improvement Plan (PIP)	0	0 %	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 %	1	100 %
Reassignment														
Request Denied	0	0 %	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 %	0	0 %
Failure to Accommodate	0	0 %	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 %	0	0 %
Retirement	0	0 %	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 %	0	0 %
Time and Attendance	0	0 %	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 %	0	0 %
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2017 thru 9/30
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	12	15	17	22	22	25
Total Complainants	10	14	16	21	22	24
Number complaints pending						
Investigation	0	1	0	2	3	3
Hearing	10	10	16	21	21	20
Final Agency Action	1	1	2	1	1	1
Appeal with EEOC Office of Federal Operations	2	3	4	2	2	2

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Complaint Investigations	Comparative Data Previous Fiscal Year Data					2017 thru 9/30
	2012	2013	2014	2015	2016	
Pending Completion Where Investigation Exceeds Required Time Frames	2	15	13	10	13	9