

*"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)**

U.S. Department of Labor (DOL)

Complaint Activity	Comparative Data Previous Fiscal Year Data					2020 thru 12/31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	139	133	120	113	147	41
Number of Amendments	2	0	1	0	0	0
Number of Complainants	137	132	116	111	141	40
Repeat Filers	1	1	4	2	6	1

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					2020 thru 12/31
	2015	2016	2017	2018	2019	
Race	63	62	56	54	77	19
Color	28	31	20	21	37	5
Religion	10	10	10	10	10	5
Reprisal	69	62	72	62	76	21
Sex	66	48	52	43	67	17
National Origin	22	34	23	22	27	5
Equal Pay	2	0	0	0	0	0
Age	64	50	54	43	73	19
Disability-Mental	20	26	27	32	30	12
Disability-Physical	31	44	35	29	47	13
Non-EEO Basis	12	11	3	11	11	6

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					2020 thru 12/31
	2015	2016	2017	2018	2019	
Appointment/Hire	2	4	0	0	2	0
Assignment of Duties	28	15	12	13	16	4
Awards	0	3	2	0	0	1
Conversion to Full-Time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	2	0	2	1
Reprimand	9	12	11	9	7	4
Termination	0	0	0	0	0	0
Suspension	1	3	2	4	5	1
Other	0	0	0	0	0	0
Duty Hours	1	1	0	0	0	0
Equal Pay Act Violation	2	0	0	0	0	0
Evaluation/Appraisal	23	21	35	30	26	13
Examination/Test	0	0	0	0	0	0
<b>Harrassment</b>						
Nonsexual	60	54	53	50	61	11
Sexual	1	3	3	5	0	0
Medical Examination	0	0	1	0	1	1
Pay Including Overtime	9	4	3	4	1	0
Performance Improvement Plan (PIP)	0	0	0	0	0	0
Promotion/Non-Selection	58	34	25	16	27	6
<b>Reassignment</b>						
Request Denied	3	3	2	2	1	1
Directed	2	4	5	7	6	1
Failure to Accommodate	0	0	0	0	0	0
Reinstatement	0	0	0	1	0	0
Retirement	0	1	4	0	2	0

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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					2020 thru 12/31
	2015	2016	2017	2018	2019	
	Terms/Conditions of Employment	22	26	16	14	
Time and Attendance	15	16	11	13	17	6
Training	6	6	5	3	4	3
Other	19	17	3	2	2	3

Processing Time	Comparative Data Previous Fiscal Year Data					2020 thru 12/31
	2015	2016	2017	2018	2019	
	<b>Complaints pending (for any length of time) during fiscal year</b>					
Average number of days in investigation stage	176	163	182	187	160	69
Average number of days in final action stage	64	55	54	60	58	47
<b>Complaints pending (for any length of time) during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	267	195	244	337	364	91
Average number of days in final action stage	37	48	56	62	67	91
<b>Complaints pending (for any length of time) during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	159	154	177	181	158	69
Average number of days in final action stage	70	57	54	59	55	41

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2020 thru 12/31
	2015	2016	2017	2018	2019	
	Total Complaints Dismissed By Agency	18	20	18	14	
Average days pending prior to dismissal	193.65	105.00	123.00	111.00	111.00	87.00
<b>Complaints Withdrawn by Complainants</b>						
Total complaints Withdrawn by Complainants	11	19	21	15	17	5

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2020 thru 12/31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2	100 %	0	100 %	1	100 %	0	100 %	0	100 %	0	100 %
Without Hearing	2	100 %	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %
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										2020 thru 12/31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %
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 %

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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											2020 thru 12/31	
	2015		2016		2017		2018		2019				
	#	%	#	%	#	%	#	%	#	%	#	%	
Disability	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 %	
<b>Findings After Hearing</b>	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 %	
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 %	
Disability	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 %	
<b>Findings Without Hearing</b>	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	
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 %	
Disability	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 %	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2020 thru 12/31	
	2015		2016		2017		2018		2019				
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings</b>	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %	0	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	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 %	
Termination	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 %	
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 %	
Equal Pay Act Violation	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 %	
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
<b>Harrassment</b>													

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2020 thru 12/31		
	2015		2016		2017		2018		2019					
	#	%	#	%	#	%	#	%	#	%	#	%		
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 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %
<b>Reassignment</b>														
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	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
<b>Findings Afer Hearing</b>	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 %
<b>Disciplinary Action</b>														
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 %
<b>Harrassment</b>														
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 %
<b>Reassignment</b>														
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 %

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2020 thru 12/31		
	2015		2016		2017		2018		2019					
	#	%	#	%	#	%	#	%	#	%	#	%		
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 %
<b>Findings Without Hearing</b>	1	100 %	0	0 %	1	100 %	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 %
<b>Disciplinary Action</b>														
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 %
<b>Harrassment</b>														
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 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %
<b>Reassignment</b>														
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	1	100 %	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					2020 thru 12/31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	130	134	152	160	145	229
Total Complainants	118	125	137	142	135	209
<b>Number complaints pending</b>						
Investigation	21	22	28	31	20	79
Hearing	102	115	101	70	46	45
Final Agency Action	9	5	7	5	11	7
Appeal with EEOC Office of Federal Operations	60	61	67	69	71	71

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Complaint Investigations	Comparative Data Previous Fiscal Year Data					2020 thru 12/31
	2015	2016	2017	2018	2019	
Pending Completion Where Investigation Exceeds Required Time Frames	105	81	92	76	74	21