

"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					2019 thru 6/30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	121	139	134	120	113	106
Number of Amendments	0	2	0	1	0	0
Number of Complainants	120	137	133	116	111	104
Repeat Filers	1	1	1	4	2	2

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					2019 thru 6/30
	2014	2015	2016	2017	2018	
Race	54	63	62	56	54	56
Color	20	28	31	20	21	29
Religion	8	10	10	10	10	8
Reprisal	67	69	62	72	62	55
Sex	56	66	49	52	43	51
National Origin	17	22	34	23	22	19
Equal Pay	0	2	0	0	0	0
Age	53	64	51	54	43	53
Disability-Mental	19	20	26	27	32	20
Disability-Physical	31	31	44	35	29	34
Non-EEO Basis	11	12	11	3	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					2019 thru 6/30
	2014	2015	2016	2017	2018	
Appointment/Hire	1	2	4	0	0	2
Assignment of Duties	14	28	16	12	13	11
Awards	0	0	3	2	0	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	1	0	2	0	2
Reprimand	8	9	12	11	9	7
Termination	0	0	0	0	0	0
Suspension	1	1	3	2	4	5
Other	1	0	0	0	0	0
Duty Hours	1	1	1	0	0	0
Equal Pay Act Violation	0	2	0	0	0	0
Evaluation/Appraisal	19	23	21	35	30	25
Examination/Test	0	0	0	0	0	0
Harrassment						
Nonsexual	44	60	54	53	50	40
Sexual	5	1	3	3	5	0
Medical Examination	0	0	0	1	0	1
Pay Including Overtime	1	9	4	3	4	1
Performance Improvement Plan (PIP)	0	0	0	0	0	0
Promotion/Non-Selection	34	58	35	25	16	18
Reassignment						
Request Denied	5	3	3	2	2	1
Directed	3	2	4	5	7	5
Failure to Accommodate	0	0	0	0	0	0
Reinstatement	0	0	0	0	1	0
Retirement	1	0	1	4	0	1

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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					2019 thru 6/30
	2014	2015	2016	2017	2018	
Terms/Conditions of Employment	16	22	26	16	14	14
Time and Attendance	19	15	16	11	13	15
Training	6	6	6	5	3	3
Other	11	19	17	3	2	1

Processing Time	Comparative Data Previous Fiscal Year Data					2019 thru 6/30
	2014	2015	2016	2017	2018	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	155	176	162	182	187	144
Average number of days in final action stage	58	64	55	54	60	55
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage	188	267	195	244	337	272
Average number of days in final action stage	40	37	48	56	62	69
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	146	159	153	177	181	141
Average number of days in final action stage	61	70	57	54	59	51

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2019 thru 6/30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed By Agency	20	18	20	18	14	14
Average days pending prior to dismissal	125.95	194.00	105.00	123.00	111.00	94.00
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	14	11	19	21	15	13

Total Final Actions Finding Discrimination	Comparative Data										2019 thru 6/30	
	Previous Fiscal Year Data											
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	100 %	2	100 %	0	100 %	1	100 %	0	100 %	1	100 %
Without Hearing	1	100 %	2	100 %	0	0 %	1	100 %	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											2019 thru 6/30						
	2014			2015			2016		2017		2018							
	#	%		#	%		#	%	#	%	#	%	#	%				
Total Number Findings	1	100	%	0	0	%	0	0	%	1	100	%	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	1	100	%	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												2019 thru 6/30		
	2014			2015			2016			2017		2018			
	#	%		#	%		#	%		#	%		#	%	
Disability	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Non-EEO Basis	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Findings After Hearing	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Race	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Color	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Religion	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Reprisal	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Sex	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
National Origin	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Equal Pay	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Age	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Disability	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Non-EEO Basis	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Findings Without Hearing	1	100	%	0	0	%	0	0	%	1	100	%	0	0	%
Race	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Color	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Religion	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Reprisal	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Sex	1	100	%	0	0	%	0	0	%	0	0	%	0	0	%
National Origin	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Equal Pay	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Age	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Disability	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Non-EEO Basis	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data												2019 thru 6/30					
	2014			2015			2016			2017					2018			
	#	%		#	%		#	%		#	%		#	%		#	%	
Total Number Findings	1	100	%	1	100	%	0	0	%	1	100	%	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	%
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	%
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	%
Harrassment																		

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2019 thru 6/30			
	2014			2015		2016		2017		2018					
	#	%		#	%	#	%	#	%	#	%	#	%		
Nonsexual	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Sexual	1	100	%	0	0	%	0	0	%	0	0	%	0	0	%
Medical Examination	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Pay Including Overtime	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Performance Improvement Plan (PIP)	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Promotion/Non-Selection	0	0	%	0	0	%	0	0	%	1	100	%	0	0	%
Reassignment															
Request Denied	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Directed	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Failure to Accommodate	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Reinstatement	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Retirement	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Terms/Conditions of Employment	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Time and Attendance	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Training	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Other	0	0	%	1	100	%	0	0	%	0	0	%	0	0	%
Findings Afer Hearing	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Appointment/Hire	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Assignment of Duties	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Awards	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Conversion to Full-Time	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Disciplinary Action															
Demotion	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Reprimand	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Termination	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Suspension	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Other	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Duty Hours	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Equal Pay Act Violation	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Evaluation/Appraisal	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Examination/Test	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Harrassment															
Nonsexual	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Sexual	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Medical Examination	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Pay Including Overtime	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Performance Improvement Plan (PIP)	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Promotion/Non-Selection	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Reassignment															
Request Denied	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Directed	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Failure to Accommodate	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Reinstatement	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Retirement	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Terms/Conditions of Employment	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												2019 thru 6/30		
	2014			2015			2016			2017		2018			
	#	%		#	%		#	%		#	%		#	%	
Time and Attendance	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Training	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Other	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Findings Without Hearing	1	100	%	1	100	%	0	0	%	1	100	%	0	0	%
Appointment/Hire	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Assignment of Duties	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Awards	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Conversion to Full-Time	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Disciplinary Action															
Demotion	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Reprimand	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Termination	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Suspension	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Other	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Duty Hours	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Equal Pay Act Violation	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Evaluation/Appraisal	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Examination/Test	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Harrassment															
Nonsexual	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Sexual	1	100	%	0	0	%	0	0	%	0	0	%	0	0	%
Medical Examination	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Pay Including Overtime	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Performance Improvement Plan (PIP)	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Promotion/Non-Selection	0	0	%	0	0	%	0	0	%	1	100	%	0	0	%
Reassignment															
Request Denied	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Directed	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Failure to Accommodate	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Reinstatement	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Retirement	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Terms/Conditions of Employment	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Time and Attendance	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Training	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Other	0	0	%	1	100	%	0	0	%	0	0	%	0	0	%

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2019 thru 6/30
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	112	130	134	153	161	179
Total Complainants	108	118	125	138	142	158
Number complaints pending						
Investigation	13	21	22	28	31	31
Hearing	82	103	116	102	72	59
Final Agency Action	5	9	5	7	5	7
Appeal with EEOC Office of Federal Operations	53	60	61	67	69	70

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Complaint Investigations	Comparative Data Previous Fiscal Year Data					2019 thru 6/30
	2014	2015	2016	2017	2018	
Pending Completion Where Investigation Exceeds Required Time Frames	100	105	81	93	76	48