

"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					2019 thru 6/30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	18	18	15	9	12	9
Number of Amendments	0	0	0	0	0	0
Number of Complainants	18	18	15	9	12	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					2019 thru 6/30
	2014	2015	2016	2017	2018	
Race	7	3	3	3	2	2
Color	1	1	1	1	1	0
Religion	2	1	0	1	0	0
Reprisal	8	7	5	5	4	3
Sex	9	9	1	1	3	3
National Origin	1	0	1	1	0	1
Equal Pay	0	0	0	0	0	0
Age	13	7	4	2	4	4
Disability-Mental	1	1	0	1	2	1
Disability-Physical	4	2	6	3	4	3
Non-EEO Basis	0	0	0	0	1	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					2019 thru 6/30
	2014	2015	2016	2017	2018	
Appointment/Hire	0	1	2	0	0	0
Assignment of Duties	1	3	2	1	2	1
Awards	0	0	0	0	0	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	0	0	0	0	1	0
Termination	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	1	0	0	0	0
Equal Pay Act Violation	0	0	0	0	0	0
Evaluation/Appraisal	1	2	3	1	0	2
Examination/Test	0	0	0	0	0	0
Harrassment						
Nonsexual	5	4	4	4	9	4
Sexual	0	0	0	0	2	0
Medical Examination	0	0	0	1	0	1
Pay Including Overtime	0	1	0	0	0	0
Performance Improvement Plan (PIP)	0	0	0	0	0	0
Promotion/Non-Selection	8	9	8	1	0	1
Reassignment						
Request Denied	0	1	0	1	0	0
Directed	0	0	1	0	1	1
Failure to Accommodate	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	1	0	0

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					2019 thru 6/30
	2014	2015	2016	2017	2018	
Terms/Conditions of Employment	0	3	0	2	4	1
Time and Attendance	1	1	1	1	1	1
Training	0	0	0	0	1	0
Other	0	4	2	1	0	0

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	151	144	157	161	198	116
Average number of days in final action stage	67	68	62	57	76	66
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage	134	249	240	198	364	0
Average number of days in final action stage	45	45	109	137	124	81
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	156	121	134	157	189	116
Average number of days in final action stage	71	73	51	31	56	55

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2019 thru 6/30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed By Agency	4	1	1	2	4	1
Average days pending prior to dismissal	142.00	124.00	69.00	79.00	115.00	71.00
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	3	0	3	1	0	0

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2019 thru 6/30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	100 %	0	100 %	0	100 %	1	100 %	0	100 %	0	100 %
Without Hearing	0	0 %	0	0 %	0	0 %	1	100 %	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												2019 thru 6/30		
	2014			2015			2016		2017		2018				
	#	%		#	%		#	%	#	%	#	%	#	%	
Total Number Findings	0	0	%	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	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	%

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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	0	0 %	0	0	0 %
Non-EEO Basis	0	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	0 %
Race	0	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	0 %
Religion	0	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	0 %
Sex	0	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	0 %
Equal Pay	0	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	0 %
Disability	0	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	0 %
Findings Without Hearing	0	0	0 %	0	0	0 %	0	0	0 %	1	100	0 %	0	0	0 %
Race	0	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	0 %
Religion	0	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	0 %
Sex	0	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	0 %
Equal Pay	0	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	0 %
Disability	0	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	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	0	0	%	0	0	%	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															

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Mine Safety and Health Administration (MSHA)

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	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	%	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	%	0	0	%	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	%

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

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	0	0	%	0	0	%	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	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	%	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	%	0	0	%	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	17	21	20	21	19	19
Total Complainants	16	20	20	20	18	19
Number complaints pending						
Investigation	0	2	3	3	2	2
Hearing	13	16	16	14	13	10
Final Agency Action	2	1	1	1	1	1
Appeal with EEOC Office of Federal Operations	4	2	2	2	2	2

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

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	13	10	13	9	7	4