

"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					2020 thru 6/30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	18	15	9	12	12	13
Number of Amendments	0	0	0	0	0	0
Number of Complainants	18	15	9	12	12	12
Repeat Filers	0	0	0	0	0	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 6/30
	2015	2016	2017	2018	2019	
Race	3	3	3	2	4	3
Color	1	1	1	1	1	0
Religion	1	0	1	0	1	0
Reprisal	7	5	5	4	5	4
Sex	9	1	1	3	5	4
National Origin	0	1	1	0	2	0
Equal Pay	0	0	0	0	0	0
Age	7	4	2	4	5	5
Disability-Mental	1	0	1	2	1	2
Disability-Physical	2	6	3	4	3	1
Non-EEO Basis	0	0	0	1	1	1

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 6/30
	2015	2016	2017	2018	2019	
Appointment/Hire	1	2	0	0	0	0
Assignment of Duties	3	2	1	2	1	2
Awards	0	0	0	0	0	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	1	0	1
Termination	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	1	0	0	0	0	0
Equal Pay Act Violation	0	0	0	0	0	0
Evaluation/Appraisal	2	3	1	0	2	2
Examination/Test	0	0	0	0	0	0
Harrassment						
Nonsexual	4	4	4	9	6	1
Sexual	0	0	0	2	0	1
Medical Examination	0	0	1	0	1	0
Pay Including Overtime	1	0	0	0	0	0
Performance Improvement Plan (PIP)	0	0	0	0	0	0
Promotion/Non-Selection	9	8	1	0	2	4
Reassignment						
Request Denied	1	0	1	0	0	0
Directed	0	1	0	1	1	1
Failure to Accommodate	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	0	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					2020 thru 6/30
	2015	2016	2017	2018	2019	
	Terms/Conditions of Employment	3	0	2	4	
Time and Attendance	1	1	1	1	1	0
Training	0	0	0	1	0	1
Other	4	2	1	0	0	0

Processing Time	Comparative Data Previous Fiscal Year Data					2020 thru 6/30
	2015	2016	2017	2018	2019	
	Complaints pending (for any length of time) during fiscal year					
Average number of days in investigation stage	144	157	161	198	141	167
Average number of days in final action stage	68	62	57	76	66	76
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage	249	240	198	364	0	0
Average number of days in final action stage	45	109	137	124	84	159
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	121	134	157	189	141	167
Average number of days in final action stage	73	51	31	56	54	56

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2020 thru 6/30
	2015	2016	2017	2018	2019	
	Total Complaints Dismissed By Agency	1	1	2	4	
Average days pending prior to dismissal	124.00	69.00	79.00	115.00	71.00	0.00
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	0	3	1	0	1	0

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2020 thru 6/30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0	100 %	0	100 %	1	100 %	0	100 %	0	100 %	0	100 %
Without Hearing	0	0 %	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 6/30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	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 6/30	
	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 %	
Findings After Hearing	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 %	
Findings Without Hearing	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 6/30	
	2015		2016		2017		2018		2019				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0	0 %	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 %	
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 %	
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											2020 thru 6/30		
	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 %
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											2020 thru 6/30		
	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 %
Findings Without Hearing	0	0 %	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 %
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 %	1	100 %	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 %
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					2020 thru 6/30
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	21	20	21	19	17	16
Total Complainants	20	20	20	18	17	16
Number complaints pending						
Investigation	2	3	3	2	2	7
Hearing	16	16	14	13	8	6
Final Agency Action	1	1	1	1	2	1
Appeal with EEOC Office of Federal Operations	2	2	2	2	2	3

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Complaint Investigations	Comparative Data					2020 thru 6/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Pending Completion Where Investigation Exceeds Required Time Frames	10	13	9	7	6	11