

"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 9/30 |
|----------------------------|---|------|------|------|------|----------------------|
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Number of Complaints Filed | 18 | 15 | 9 | 12 | 12 | 17 |
| Number of Amendments | 0 | 0 | 0 | 0 | 0 | 0 |
| Number of Complainants | 18 | 15 | 9 | 12 | 12 | 16 |
| 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 9/30 |
|---|---|------|------|------|------|----------------------|
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Race | 3 | 3 | 3 | 2 | 4 | 6 |
| Color | 1 | 1 | 1 | 1 | 1 | 2 |
| Religion | 1 | 0 | 1 | 0 | 1 | 1 |
| Reprisal | 7 | 5 | 5 | 4 | 5 | 5 |
| Sex | 9 | 1 | 1 | 3 | 5 | 6 |
| National Origin | 0 | 1 | 1 | 0 | 2 | 2 |
| Equal Pay | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 7 | 4 | 2 | 4 | 5 | 6 |
| Disability-Mental | 1 | 0 | 1 | 2 | 1 | 2 |
| Disability-Physical | 2 | 6 | 3 | 4 | 3 | 2 |
| Non-EEO Basis | 0 | 0 | 0 | 1 | 1 | 2 |

| 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 9/30 |
|---|---|------|------|------|------|----------------------|
| | 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 | 2 |
| 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 | 7 |
| 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 9/30 |
|---|---|------|------|------|------|----------------------|
| | 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 9/30 |
|---|---|------|------|------|------|----------------------|
| | 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 | 188 |
| Average number of days in final action stage | 68 | 62 | 57 | 76 | 66 | 77 |
| 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 | 205 |
| 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 | 188 |
| Average number of days in final action stage | 73 | 51 | 31 | 56 | 54 | 57 |

| Complaints Dismissed by Agency | Comparative Data Previous Fiscal Year Data | | | | | 2020 thru 9/30 |
|---|---|-------|-------|--------|-------|----------------------|
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Total Complaints Dismissed By Agency | 1 | 1 | 2 | 4 | 1 | 1 |
| Average days pending prior to dismissal | 124.00 | 69.00 | 79.00 | 115.00 | 71.00 | 1,085.00 |
| 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 9/30 | |
|--|---|-------|------|-------|------|-------|------|-------|------|-------|----------------------|-------|
| | 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 9/30 | |
|---|---|-----|------|-----|------|-------|------|-----|------|-----|----------------------|-----|
| | 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 9/30 | | |
|---|---|-----|------|-----|------|-------|------|-----|------|-----|---|----------------------|---|-----|
| | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | | |
| 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 % | 1 | 100 % | 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 of Discrimination Rendered by Issue | Comparative Data Previous Fiscal Year Data | | | | | | | | | | | 2020 thru 9/30 | | |
|--|---|-----|------|-----|------|-------|------|-----|------|-----|---|----------------------|---|-----|
| | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | | |
| Total Number Findings | 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 % |
| Harrasment | | | | | | | | | | | | | | |

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | | 2020 thru 9/30 |
|--|---------------------------|---|------|---|------|-----|------|---|------|---|---|---|----------------------|
| | Previous Fiscal Year Data | | | | | | | | | | | | |
| | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | |
| Nonsexual | 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 | |
| Medical Examination | 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 | |
| Performance Improvement Plan (PIP) | 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 | |
| Reassignment | | | | | | | | | | | | | |
| Request Denied | 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 | |
| Failure to Accommodate | 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 | |
| Retirement | 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 | |
| Time and Attendance | 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 | |
| Other | 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 | |
| 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 | | | | | | | | | | | | | |
| Nonsexual | 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 | |
| Medical Examination | 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 | |
| Performance Improvement Plan (PIP) | 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 | |
| Reassignment | | | | | | | | | | | | | |
| Request Denied | 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 | |
| Failure to Accommodate | 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 | |
| Retirement | 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 | |

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 9/30 | | |
|--|---|-----|------|-----|------|-------|------|-----|------|-----|---|----------------------|---|-----|
| | 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 9/30 |
|---|---|------|------|------|------|----------------------|
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Total complaints from previous Fiscal Years | 21 | 20 | 21 | 19 | 17 | 12 |
| Total Complainants | 20 | 20 | 20 | 18 | 17 | 12 |
| Number complaints pending | | | | | | |
| Investigation | 2 | 3 | 3 | 2 | 2 | 3 |
| Hearing | 16 | 16 | 14 | 13 | 8 | 4 |
| 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 9/30 |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Pending Completion Where Investigation Exceeds Required Time Frames | 10 | 13 | 9 | 7 | 6 | 16 |