

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HHS (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	430	502	491	452	407	192
Number of Complainants	416	487	476	437	395	188
Repeat Filers	14	15	14	14	10	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	204	235	228	204	188	98
Color	64	82	82	74	63	40
Religion	27	42	35	42	32	24
Reprisal	224	286	275	264	250	98
Sex	171	199	209	204	183	87
PDA	4	4	4	2	3	0

National Origin	77	99	85	74	79	42
Equal Pay Act	18	25	22	23	12	7
Age	147	177	149	127	143	62
Disability	138	161	169	164	158	71
Genetics	2	3	2	0	1	0
Non-EEO	35	20	24	19	11	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	31	46	23	29	34	16
Assignment of Duties	82	111	126	98	80	23
Awards	11	9	14	12	10	3
Conversion to Full Time/Perm Status	3	2	0	0	2	0
Disciplinary Action						
Demotion	4	8	4	7	6	5
Reprimand	45	58	35	33	32	9
Suspension	19	26	25	19	15	8
Removal	18	17	15	21	14	7
Other	0	23	11	9	1	2
Duty Hours	16	18	24	28	13	5
Perf. Eval./ Appraisal	101	117	131	84	84	30
Examination/Test	1	1	1	0	1	0
Harassment						
Non-Sexual	240	258	281	260	222	95

Sexual	17	15	19	20	16	2
Medical Examination	2	5	4	7	2	2
Pay including overtime	9	29	25	23	19	4
Promotion/Non-Selection	62	85	66	59	62	30
Reassignment						
Denied	12	25	15	15	9	3
Directed	20	36	17	26	17	3
Reasonable Accommodation Disability	63	69	78	74	74	27
Reinstatement	0	3	0	2	2	0
Religious Accommodation	0	0	1	3	2	2
Retirement	3	6	1	3	3	6
Sex-Stereotyping	0	1	0	1	1	0
Telework	0	34	28	29	25	15
Termination	38	50	49	26	26	16
Terms/Conditions of Employment	48	64	55	37	58	19
Time and Attendance	53	51	64	43	46	15
Training	27	30	36	32	30	10
Other						
User Defined - Other 1	0	2	1	1	1	0
User Defined - Other 2	0	0	0	0	1	0
User Defined - Other 3	0	0	0	0	1	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	227.88	206.62	189.89	203.20	210.45	192.43
Average number of days in final action	173.09	121.31	154.29	107.57	120.45	138.93
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	225.84	219.17	200.71	215.27	208.58	210.60
Average number of days in final action	153.41	79.39	59.76	71.03	82.24	88.42
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	233.28	178.77	176.07	188.87	213.59	168.86
Average number of days in final action	180.93	127.62	201.52	127.59	164.22	164.89
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	61	45	42	21	14	8
Average days pending prior to dismissal	118	109	77	68	64	37
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	48	46	36	31	36	14

Findings After Hearing	2		1		1		0		1		3	
Race	0	0	1	100	0	0	0	0	0	0	2	67
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	33
Reprisal	2	100	0	0	1	100	0	0	0	0	3	100
Sex	0	0	1	100	0	0	0	0	0	0	2	67
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	33
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		3		3		2		1	
Race	0	0	0	0	1	33	0	0	1	50	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	33	0	0	0	0
Reprisal	0	0	0	0	0	0	2	67	2	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	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 Act	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	1	100	2	67	0	0	1	50	1	100

Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		4		3		3		4	
Appointment/Hire	0	0	1	50	0	0	0	0	0	0	0	0
Assignment of Duties	2	100	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	1	25
Conversion to Full Time/Perm Status	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	2	100	0	0	0	0	0	0	1	33	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	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
Perf. Eval./ Appraisal	1	50	0	0	0	0	0	0	0	0	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	100	0	0	2	50	3	100	0	0	1	25
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	1	50	0	0	0	0	0	0	1	33	0	0

Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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
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 - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020Thru03-31					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	380	404	457	501	512	734						
Total Complainants	360	384	434	467	472	679						
Number complaints pending												
Investigation	23	10	18	22	20	61						
ROI issued, pending Complainant's action	6	1	0	5	1	7						
Hearing	317	354	401	444	427	521						
Final Agency Action	26	41	39	35	59	123						
Appeal with EEOC Office of Federal Operations	53	130	154	182	178	185						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	35	28	29	39	31	41