

## 2018 3<sup>rd</sup> Qtr No Fear Tables

Table 1 - 29 CFR §1614.704(a) - (c) / 29 CFR §1614.705 Comparative Data

<b>Complaint Activity</b>	<b>FY2018 Thru 03-31</b>	<b>FY2017</b>	<b>FY2016</b>	<b>FY2015</b>	<b>FY2014</b>	<b>FY2013</b>
Number of Complaints Filed 16.14.704(a)	34	65	53	57	62	63
Number of Complaints 1614.704(b)	33	65	53	57	62	58
Repeat Filers 1614.704(c)	1	0	0	0	0	5

Table 1a - 29 CFR §1614.704(d) / 29 CFR §1614.705 Comparative Data

<b>Complaints by Basis</b>	<b>2018 Thru 3-31</b>	<b>FY2017</b>	<b>FY2016</b>	<b>FY2015</b>	<b>FY2014</b>	<b>FY2013</b>
Race	14	22	24	26	25	28
Color	3	3	6	8	3	10
Religion	0	2	6	5	3	5
Reprisal	24	35	31	29	41	42
Sex	11	25	12	21	24	18
PDA	1	1	0	0	1	0
National Origin	4	5	10	6	6	2
Equal Pay Act	1	1	0	0	0	3
Age	8	16	17	19	21	21
Disability	12	22	17	19	19	25
Genetics	0	0	0	0	0	0
Non-EEO	1	4	3	3	5	1

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints file.

Table 1b - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

<b>Complaints by Issue</b>	2018 Thru 3-31	FY2017	FY2016	FY2015	FY2014	FY2013
Appointment/Hire	2	1	4	3	1	5
Assignment of Duties	4	14	12	10	14	16
Awards	1	0	1	2	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple cases. The sum of the bases may not equal total complaints filed.

Table 1c - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

<b>Complaints by Disciplinary Action</b>	2018 Thru 3-31	FY2017	FY2016	FY2015	FY2014	FY2013
Demotion	0	0	0	1	0	0
Reprimand	4	2	9	9	8	5
Suspension	0	3	2	0	6	2
Removal	0	1	2	0	0	2
Other	2	4	0	0	0	3
Duty Hours	0	2	1	1	1	1
Perf. Eval./Appraisal	10	21	19	24	28	22
Examination/Test	0	0	0	0	0	1

Table 1d - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

<b>Complaints by Harassment</b>	2018 Thru 3-31	FY2017	FY2016	FY2015	FY2014	FY2013
Non-Sexual	13	38	27	27	38	27
Sexual	1	3	2	1	4	3
Medical Examination	0	0	1	0	1	1

<b>Complaints by Harassment</b>	2018 Thru 3-31	FY2017	FY2016	FY2015	FY2014	FY2013
Pay Including Overtime	1	2	3	2	1	5
Promotion/Non-Selection	3	14	16	11	15	11

Table 1d - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

<b>Complaint by Reassignment</b>	2018 Thru 3-31	FY2017	FY2016	FY2015	FY2014	FY2013
Denied	1	2	3	2	2	0
Directed	1	1	6	1	5	3
Reasonable Accommodation Disability	4	9	7	8	6	11
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	6	5	0	0	0
Termination	0	5	4	3	7	7
Terms/Conditions of Employment	1	6	11	11	16	8
Time and Attendance	3	9	2	6	9	7
Training	1	1	4	7	3	1

Table 1e- 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

<b>Complaint by Other</b>	2018 Thru 3-31	FY2017	FY2016	FY2015	FY2014	FY2013
User Defined – Other 1	0	0	0	0	0	1
User Defined – Other 2	0	0	0	0	0	0

<b>Complaint by Other</b>	2018 Thru 3-31	FY2017	FY2016	FY2015	FY2014	FY2013
User Defined – Other 3	0	0	0	0	0	0
User Defined – Other 4	0	0	0	0	0	0

Table 2 - 29 CFR §1614.704(F)

<b>Processing Time (Complaints Pending During Fiscal Year)</b>	2018 Thru 3-31	FY2017	FY2016	FY2015	FY2014	FY2013
Average number of days in investigation	230.10	199.06	248.81	258.32	252.97	173.98
Average number of days in final action	137.80	433.32	130.96	143.44	86.35	81.81

Table 2a - 29 CFR – §1614.704(F)

<b>Processing Time (Complaint pending during fiscal year where hearing was requested)</b>	2018 Thru 3-31	FY2017	FY2016	FY2015	FY2014	FY2013
Average number of days in investigation	249.62	205.38	284.11	248.41	261.36	179.63
Average number of days in final action	76.00	73.22	38.17	93.70	69.00	21.67

Table 2b - 29 CFR – §1614.704(F)

<b>Processing Time (Complaint pending during fiscal year where hearing was not requested)</b>	2018 Thru 3-31	FY2017	FY2016	FY2015	FY2014	FY2013
Average number of days in investigation	204.36	186.42	190.75	271.91	238.77	161.44
Average number of days in final action	153.25	748.33	155.31	223.71	203.50	117.90























Table 6k – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

<b>Findings of Discrimination Rendered by Reassignment</b>	FY2018 Thru 3-31 #	FY2018 Thru 3-31 %	FY 2017 #	FY 2017 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	FY 2014 %	FY 2013 #	FY 2014 %
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
Reasonable Accommodation Disability	0	0	1	100	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
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	1	100
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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

Table 7 – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

<b>Pending Complaints Filed in previous Fiscal Years by Status</b>	2018 Thru 3-31	2017	2016	2015	2014	2013
Total complaints from previous Fiscal Years	89	55	60	61	43	38

<b>Pending Complaints Filed in previous Fiscal Years by Status</b>	2018 Thru 3-31	2017	2016	2015	2014	2013
Total Complaints	87	54	59	59	40	38

Table 7a – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

<b>Number of Complaints Pending</b>	2018 Thru 3-31	2017	2016	2015	2014	2013
Investigation	3	1	1	4	2	1
ROI Issued, Pending Complainant's Action	1	0	0	2	1	0
Hearing	73	48	49	40	29	30
Final Agency Action	12	6	11	6	8	4
Appeal with EEOC Office of Federal Operations	34	27	25	16	7	11

Table 7b – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

<b>Complaint Investigations</b>	2018 Thru 3-31	2017	2016	2015	2014	2013
Pending Complaints Where Investigations Exceed Required Time Frames	5	5	2	6	4	0