

2019 1st Qtr No Fear Tables

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

Complaint Activity	2019 Thru 12-31	FY2018	FY2017	FY2016	FY2015	FY2014
Number of Complaints Filed 16.14.704(a)	14	45	65	53	57	62
Number of Complaints 1614.704(b)	14	43	65	53	57	62
Repeat Filers 1614.704(c)	0	2	0	0	0	0

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

Complaints by Basis	2019 Thru 12-31	FY2018	FY2017	FY2016	FY2015	FY2014
Race	6	21	22	24	26	25
Color	0	5	3	6	8	3
Religion	0	1	2	6	5	3
Reprisal	6	29	35	31	29	41
Sex	8	19	25	12	21	24
PDA	0	1	1	0	0	1
National Origin	1	5	5	10	6	6
Equal Pay Act	0	2	1	0	0	0
Age	5	15	16	17	19	21
Disability	8	16	22	17	19	19
Genetics	0	0	0	0	0	0
Non-EEO	0	2	4	3	3	5

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

Complaints by Issue	2019 Thru 12-3	FY2018	FY2017	FY2016	FY2015	FY2014
Appointment/Hire	0	2	1	4	3	1
Assignment of Duties	3	5	14	12	10	14
Awards	1	1	0	1	2	2
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

Complaints by Disciplinary Action	2019 Thru 12-31	FY2018	FY2017	FY2016	FY2015	FY2014
Demotion	0	0	0	0	1	0
Reprimand	0	7	2	9	9	8
Suspension	0	2	3	2	0	6
Removal	0	2	1	2	0	0
Other	0	5	4	0	0	0
Duty Hours	1	0	2	1	1	1
Perf. Eval./Appraisal	4	12	21	19	24	28
Examination/Test	0	0	0	0	0	0

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

Complaints by Harassment	2019 Thru 12-31	FY2018	FY2017	FY2016	FY2015	FY2014
Non-Sexual	6	20	38	27	27	38
Sexual	1	1	3	2	1	4
Medical Examination	0	0	0	1	0	1

Complaints by Harassment	2019 Thru 12-31	FY2018	FY2017	FY2016	FY2015	FY2014
Pay Including Overtime	1	2	2	3	2	1
Promotion/Non-Selection	2	4	14	16	11	15

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

Complaint by Reassignment	2019 Thru 12-31	FY2018	FY2017	FY2016	FY2015	FY2014
Denied	1	2	2	3	2	2
Directed	1	2	1	6	1	5
Reasonable Accommodation Disability	4	5	9	7	8	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	2	6	5	0	0
Termination	0	1	5	4	3	7
Terms/Conditions of Employment	1	2	6	11	11	16
Time and Attendance	3	4	9	2	6	9
Training	1	1	1	4	7	3

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

Complaint by Other	2019 Thru 12-31	FY2018	FY2017	FY2016	FY2015	FY2014
User Defined – Other 1	0	0	0	0	0	0
User Defined – Other 2	0	0	0	0	0	0

Complaint by Other	2019 Thru 12-31	FY2018	FY2017	FY2016	FY2015	FY2014
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)

Processing Time (Complaints Pending During Fiscal Year)	2019 Thru 12-31	FY2018	FY2017	FY2016	FY2015	FY2014
Average number of days in investigation	178.73	221.32	199.06	248.81	258.32	252.97
Average number of days in final action	88.00	116.32	433.32	130.96	143.44	86.35

Table 2a - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was requested)	2019 Thru 12-31	FY2018	FY2017	FY2016	FY2015	FY2014
Average number of days in investigation	183.00	239.22	205.38	284.11	248.41	261.36
Average number of days in final action	0	23.60	73.22	38.17	93.70	69.00

Table 2b - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was not requested)	2019 Thru 12-31	FY2017	FY2016	FY2015	FY2014	FY2013
Average number of days in investigation	173.60	196.32	186.42	190.75	271.91	238.77
Average number of days in final action	132.00	148.77	748.33	155.31	223.71	203.50

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

Findings of Discrimination Rendered by Reassignment	FY2019 Thru 12-31 #	FY2019 Thru 12-31 %	FY 2018 #	FY 2018 %	FY 2017 #	FY 2017 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %	FY 2014 #	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	0	0	1	100	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	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 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

Pending Complaints Filed in previous Fiscal Years by Status	2019 Thru 12-31	2018	2017	2016	2015	2014
Total complaints from previous Fiscal Years	85	67	55	60	61	43

Pending Complaints Filed in previous Fiscal Years by Status	2019 Thru 12-31	2018	2017	2016	2015	2014
Total Complaints	81	65	54	59	59	40

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

Number of Complaints Pending	2019 Thru 12-31	2018	2017	2016	2015	2014
Investigation	8	1	1	1	4	2
ROI Issued, Pending Complainant's Action	1	1	0	0	2	1
Hearing	69	61	48	49	40	29
Final Agency Action	7	4	6	11	6	8
Appeal with EEOC Office of Federal Operations	32	36	27	25	16	7

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

Complaint Investigations	2019 Thru 12-31	2018	2017	2016	2015	2014
Pending Complaints Where Investigations Exceed Required Time Frames	3	2	5	2	6	4