

2018 2nd Qtr No Fear Tables

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

| Complaint Activity | FY2018 Thru 03-31 | FY2017 | FY2016 | FY2015 | FY2014 | FY2013 |
|--|----------------------|--------|--------|--------|--------|--------|
| Number of Complaints Filed 16.14.704(a) | 23 | 65 | 53 | 57 | 62 | 63 |
| Number of Complaints 1614.704(b) | 22 | 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

| Complaints by Basis | 2018 Thru 3-31 | FY2017 | FY2016 | FY2015 | FY2014 | FY2013 |
|----------------------------|-------------------|--------|--------|--------|--------|--------|
| Race | 9 | 22 | 24 | 26 | 25 | 28 |
| Color | 1 | 3 | 6 | 8 | 3 | 10 |
| Religion | 0 | 2 | 6 | 5 | 3 | 5 |
| Reprisal | 14 | 35 | 31 | 29 | 41 | 42 |
| Sex | 7 | 25 | 12 | 21 | 24 | 18 |
| PDA | 1 | 1 | 0 | 0 | 1 | 0 |
| National Origin | 3 | 5 | 10 | 6 | 6 | 2 |
| Equal Pay Act | 1 | 1 | 0 | 0 | 0 | 3 |
| Age | 7 | 16 | 17 | 19 | 21 | 21 |
| Disability | 8 | 22 | 17 | 19 | 19 | 25 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 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

| Complaints by Issue | 2018 Thru 3-31 | FY2017 | FY2016 | FY2015 | FY2014 | FY2013 |
|--|-------------------|--------|--------|--------|--------|--------|
| Appointment/Hire | 2 | 1 | 4 | 3 | 1 | 5 |
| Assignment of Duties | 3 | 14 | 12 | 10 | 14 | 16 |
| Awards | 0 | 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

| Complaints by Disciplinary Action | 2018 Thru 3-31 | FY2017 | FY2016 | FY2015 | FY2014 | FY2013 |
|--|-------------------|--------|--------|--------|--------|--------|
| Demotion | 0 | 0 | 0 | 1 | 0 | 0 |
| Reprimand | 2 | 2 | 9 | 9 | 8 | 5 |
| Suspension | 0 | 3 | 2 | 0 | 6 | 2 |
| Removal | 0 | 1 | 2 | 0 | 0 | 2 |
| Other | 0 | 4 | 0 | 0 | 0 | 3 |
| Duty Hours | 0 | 2 | 1 | 1 | 1 | 1 |
| Perf. Eval./Appraisal | 5 | 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

| Complaints by Harassment | 2018 Thru 3-31 | FY2017 | FY2016 | FY2015 | FY2014 | FY2013 |
|---------------------------------|-------------------|--------|--------|--------|--------|--------|
| Non-Sexual | 6 | 38 | 27 | 27 | 38 | 27 |
| Sexual | 0 | 3 | 2 | 1 | 4 | 3 |
| Medical Examination | 0 | 0 | 1 | 0 | 1 | 1 |

| Complaints by Harassment | 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

| Complaint by Reassignment | 2018 Thru 3-31 | FY2017 | FY2016 | FY2015 | FY2014 | FY2013 |
|--|-------------------|--------|--------|--------|--------|--------|
| Denied | 1 | 2 | 3 | 2 | 2 | 0 |
| Directed | 0 | 1 | 6 | 1 | 5 | 3 |
| Reasonable Accommodation Disability | 2 | 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 | 0 | 1 | 4 | 7 | 3 | 1 |

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

| Complaint by Other | 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 |

| Complaint by Other | 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)

| Processing Time (Complaints Pending During Fiscal Year) | 2018 Thru 3-31 | FY2017 | FY2016 | FY2015 | FY2014 | FY2013 |
|--|-------------------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 232.67 | 199.06 | 248.81 | 258.32 | 252.97 | 173.98 |
| Average number of days in final action | 142.67 | 433.32 | 130.96 | 143.44 | 86.35 | 81.81 |

Table 2a - 29 CFR – §1614.704(F)

| Processing Time (Complaint pending during fiscal year where hearing was requested) | 2018 Thru 3-31 | FY2017 | FY2016 | FY2015 | FY2014 | FY2013 |
|---|-------------------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 255.18 | 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)

| Processing Time (Complaint pending during fiscal year where hearing was not requested) | 2018 Thru 3-31 | FY2017 | FY2016 | FY2015 | FY2014 | FY2013 |
|---|-------------------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 210.76 | 186.42 | 190.75 | 271.91 | 238.77 | 161.44 |
| Average number of days in final action | 176.00 | 748.33 | 155.31 | 223.71 | 203.50 | 117.90 |

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

| Findings of Discrimination Rendered by Reassignment | 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

| Pending Complaints Filed in previous Fiscal Years by Status | 2018 Thru 3-31 | 2017 | 2016 | 2015 | 2014 | 2013 |
|--|----------------|------|------|------|------|------|
| Total complaints from previous Fiscal Years | 95 | 55 | 60 | 61 | 43 | 38 |

| Pending Complaints Filed in previous Fiscal Years by Status | 2018 Thru 3-31 | 2017 | 2016 | 2015 | 2014 | 2013 |
|--|-------------------|------|------|------|------|------|
| Total Complaints | 93 | 54 | 59 | 59 | 40 | 38 |

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

| Number of Complaints Pending | 2018 Thru 3-31 | 2017 | 2016 | 2015 | 2014 | 2013 |
|---|-------------------|------|------|------|------|------|
| Investigation | 9 | 1 | 1 | 4 | 2 | 1 |
| ROI Issued, Pending Complainant's Action | 4 | 0 | 0 | 2 | 1 | 0 |
| Hearing | 70 | 48 | 49 | 40 | 29 | 30 |
| Final Agency Action | 9 | 6 | 11 | 6 | 8 | 4 |
| Appeal with EEOC Office of Federal Operations | 33 | 27 | 25 | 16 | 7 | 11 |

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

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