

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

HRSA (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Comparative Data

Complaint Activity	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Number of Complaints Filed	7	21	15	14	16	10
Number of Complainants	7	21	15	14	16	10
Repeat Filers	0	0	0	0	0	0

Comparative Data

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Race	4	12	3	6	5	5
Color	1	3	0	3	1	1
Religion	0	1	0	0	2	0
Reprisal	3	8	9	5	9	5
Sex	1	7	2	5	6	2
PDA	0	0	0	1	0	0
National Origin	2	3	2	0	3	0

Comparative Data

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Equal Pay Act	0	1	1	1	1	0
Age	2	8	6	6	4	3
Disability	3	11	7	9	7	4
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	1	1	1

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Appointment/Hire	1	1	0	0	2	1
Assignment of Duties	2	5	6	1	2	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0

Comparative Data

Complaints by Issue: Disciplinary Action <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Demotion	0	0	0	0	0	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Reprimand	1	1	4	1	1	0
Suspension	1	0	1	1	2	0
Removal	0	1	1	0	0	2
Other	0	2	0	0	0	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Duty Hours	1	1	0	0	0	0
Evaluation Appraisal	0	4	3	1	3	1
Examination/Test	0	0	0	0	0	0

Comparative Data

Complaints by Issue: Harassment <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Non-Sexual	2	12	7	7	9	8
Sexual	0	1	0	0	1	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	3	1	1	2	0

Comparative Data

Complaints by Issue: Reassignment <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Denied	0	1	1	0	0	0
Directed	0	1	1	0	0	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Reasonable Accommodation	1	2	4	5	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	3	1	2	0	0
Terms/Conditions of Employment	0	1	0	2	0	1
Time and Attendance	2	5	2	0	1	0
Training	0	1	1	0	0	0
Telework	0	0	0	2	0	0

Comparative Data

Processing Time Complaints pending during fiscal year	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Average number of days in investigation	107.00	205.36	205.74	195.82	287.50	273.91
Average number of days in final action	64.00	348.00	127.00	99.67	0	107.33

Comparative Data

Processing Time Complaints pending during fiscal year where hearing was requested	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Average number of days in investigation	175.00	204.33	230.36	203.83	300.50	245.50
Average number of days in final action	0	348.00	0	94.00	0	23.00

Comparative Data

Processing Time Complaints pending during fiscal year where hearing was not requested	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Average number of days in investigation	39.00	210.00	171.88	186.20	274.50	308.00
Average number of days in final action	64.00	0	127.00	105.33	0	149.50

Comparative Data

Complaints Dismissed by Agency	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Total Complaints Dismissed by Agency	1	2	1	1	2	1
Average days pending prior to dismissal	72	68	48	124	127	202

Complaints Withdrawn by Complainants

Total Complaints Withdrawn by Complainants	1	0	1	2	2	2
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Comparative Data

Pending Complaints Filed in Previous Fiscal Years by Status	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Total complaints from previous Fiscal Years	5	3	13	13	10	18
Total Complainants	5	3	13	13	10	18

Comparative Data

Pending Complaints Filed in Previous Fiscal Years by Status: Number Complaints Pending	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	4	3	11	13	8	14
Final Agency Action	1	0	2	0	1	3
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	1

Comparative Data

Complaint Investigations	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	2019 Thru 09-30
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	1	1