

2020 1st Qtr No Fear Tables

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

Complaint Activity	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Number of Complaints Filed 16.14.704(a)	9	37	45	65	53	57
Number of Complainants 1614.704(b)	9	36	43	65	53	57
Repeat Filers 1614.704(c)	0	1	2	0	0	0

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

Complaints by Basis	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Race	3	13	21	22	24	26
Color	0	3	5	3	6	8
Religion	0	2	1	2	6	5
Reprisal	7	21	29	35	31	29
Sex	1	13	19	25	12	21
PDA	0	0	1	1	0	0
National Origin	1	4	5	5	10	6
Equal Pay Act	0	0	2	1	0	0
Age	4	11	15	16	17	19
Disability	5	20	16	22	17	19
Genetics	0	0	0	0	0	0
Non-EEO	0	1	2	4	3	3

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

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

Complaints by Issue	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Appointment/Hire	0	1	2	1	4	3
Assignment of Duties	0	6	5	14	12	10
Awards	1	1	1	0	1	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. 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	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Demotion	0	0	0	0	0	1
Reprimand	1	3	7	2	9	9
Suspension	0	1	2	3	2	0
Removal	0	0	2	1	2	0
Other	0	1	5	4	0	0
Duty Hours	0	1	0	2	1	1
Perf. Eval./ Appraisal	2	9	12	21	19	24
Examination/Test	0	0	0	0	0	0

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

Complaints by Harassment	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Non-Sexual	3	11	20	38	27	27
Sexual	0	1	1	3	2	1
Medical Examination	0	0	0	0	1	0
Pay including overtime	0	1	2	2	3	2
Promotion/Non-Selection	0	4	4	14	16	11

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

Complaint by Reassignment	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Denied	0	1	2	2	3	2
Directed	0	1	2	1	6	1
Reasonable Accommodation Disability	3	8	5	9	7	8
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	1	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	3	2	6	5	0
Termination	1	3	1	5	4	3
Terms/Conditions of Employment	1	3	2	6	11	11

Complaint by Reassignment	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Time and Attendance	3	6	4	9	2	6
Training	1	2	1	1	4	7

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

Complaint by Other	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
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)	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Average number of days in investigation	144.80	213.40	221.32	199.06	248.81	258.32
Average number of days in final action	176.50	164.93	116.32	433.32	130.96	143.44

Table 2a - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was requested)	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Average number of days in investigation	176.50	193.26	239.22	205.38	284.11	248.41
Average number of days in final action	0	30.18	23.60	73.22	38.17	93.70

Table 2b - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was not requested)	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Average number of days in investigation	123.67	240.85	196.32	186.42	190.75	271.91
Average number of days in final action	108.50	373.18	148.77	748.33	155.31	223.71

Findings of Discrimination Rendered by Harassment	2020 Thru 12-31 #	2020 Thru 12-31 %	FY 2019 #	FY 2019 %	FY 2018 #	FY 2018 %	FY 2017 #	FY 2017 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

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

Findings of Discrimination Rendered by Reassignment	2020 Thru 12-31 #	2020 Thru 12-31 %	FY 2019 #	FY 2019 %	FY 2018 #	FY 2018 %	FY 2017 #	FY 2017 %	FY 2016 #	FY 2016 %	FY 2015 #	FY 2015 %
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	0	0	1	100	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	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Total complaints from previous Fiscal Years	74	55	67	55	60	61

Pending Complaints Filed in Previous Fiscal Years by Status	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Total Complainants	66	51	65	54	59	59

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

Number complaints pending	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Investigation	5	1	1	1	1	4
ROI issued, pending Complainant's action	0	0	1	0	0	2
Hearing	61	51	61	48	49	40
Final Agency Action	7	3	4	6	11	6
Appeal with EEOC Office of Federal Operations	23	22	36	27	25	16

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

Complaint Investigations	2020 Thru 12-31	FY2019	FY2018	FY2017	FY2016	FY2015
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	2	5	2	6