

2020 4th Qtr No Fear Tables

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

Complaint Activity	2020 Thru 09-30	FY2019	FY2018	FY2017	FY2016	FY2015
Number of Complaints Filed 16.14.704(a)	26	37	45	65	53	57
Number of Complaints 1614.704(b)	26	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 09-30	FY2019	FY2018	FY2017	FY2016	FY2015
Race	13	13	21	22	24	26
Color	3	3	5	3	6	8
Religion	0	2	1	2	6	5
Reprisal	12	21	29	35	31	29
Sex	10	13	19	25	12	21
PDA	1	0	1	1	0	0
National Origin	5	4	5	5	10	6
Equal Pay Act	0	0	2	1	0	0
Age	5	11	15	16	17	19
Disability	10	20	16	22	17	19
Genetics	0	0	0	0	0	0
Non-EEO	1	1	2	4	3	3

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	2020 Thru 09-30	FY2019	FY2018	FY2017	FY2016	FY2015
Appointment/Hire	2	1	2	1	4	3
Assignment of Duties	4	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 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	2020 Thru 09-30	FY2019	FY2018	FY2017	FY2016	FY2015
Demotion	0	0	0	0	0	1
Reprimand	3	3	7	2	9	9
Suspension	2	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	6	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 09-30	FY2019	FY2018	FY2017	FY2016	FY2015
Non-Sexual	10	11	20	38	27	27
Sexual	0	1	1	3	2	1
Medical Examination	0	0	0	0	1	0

Complaints by Harassment	2020 Thru 09-30	FY2019	FY2018	FY2017	FY2016	FY2015
Pay Including Overtime	0	1	2	2	3	2
Promotion/Non-Selection	1	4	4	14	16	11

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

Complaint by Reassignment	2020 Thru 09-30	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	4	3	2	6	5	0
Termination	3	3	1	5	4	3
Terms/Conditions of Employment	1	3	2	6	11	11
Time and Attendance	4	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 09-30	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

Complaint by Other	2020 Thru 09-30	FY2019	FY2018	FY2017	FY2016	FY2015
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 09-30	FY2019	FY2018	FY2017	FY2016	FY2015
Average number of days in investigation	150.92	213.40	221.32	199.06	248.81	258.32
Average number of days in final action	74.32	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 09-30	FY2019	FY2018	FY2017	FY2016	FY2015
Average number of days in investigation	145.38	193.26	239.22	205.38	284.11	248.41
Average number of days in final action	46.50	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 09-30	FY2019	FY2018	FY2017	FY2016	FY2015
Average number of days in investigation	172.10	240.85	196.32	186.42	190.75	271.91
Average number of days in final action	96.50	373.18	148.77	748.33	155.31	223.71

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

Findings of Discrimination Rendered by Reassignment	FY2020 Thru 09-30 #	FY2020 Thru 09-30 %	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 09-30	2019	2018	2017	2016	2015
Total complaints from previous Fiscal Years	39	55	67	55	60	61

Pending Complaints Filed in previous Fiscal Years by Status	2020 Thru 09-30	2019	2018	2017	2016	2015
Total Complaints	34	51	65	54	59	59

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

Number of Complaints Pending	2020 Thru 09-30	2019	2018	2017	2016	2015
Investigation	0	1	1	1	1	4
ROI Issued, Pending Complainant's Action	0	0	1	0	0	2
Hearing	25	51	61	48	49	40
Final Agency Action	14	3	4	6	11	6
Appeal with EEOC Office of Federal Operations	21	22	36	27	25	16

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

Complaint Investigations	2020 Thru 09-30	2019	2018	2017	2016	2015
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	2	5	2	6