

2021 1st Qtr No Fear Tables

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

Complaint Activity	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Number of Complaints Filed 16.14.704(a)	6	26	37	45	65	53
Number of Complaints 1614.704(b)	6	26	36	43	65	53
Repeat Filers 1614.704(c)	0	0	1	2	0	0

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

Complaints by Basis	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Race	2	13	13	21	22	24
Color	0	3	3	5	3	6
Religion	0	0	2	1	2	6
Reprisal	5	12	21	29	35	31
Sex	2	10	13	19	25	12
PDA	0	1	0	1	1	0
National Origin	2	5	4	5	5	10
Equal Pay Act	0	0	0	2	1	0
Age	0	5	11	15	16	17
Disability	1	10	20	16	22	17
Genetics	0	0	0	0	0	0
Non-EEO	0	1	1	2	4	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	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Appointment/Hire	0	2	1	2	1	4
Assignment of Duties	1	4	6	5	14	12
Awards	1	1	1	1	0	1
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	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Demotion	0	0	0	0	0	0
Reprimand	0	3	3	7	2	9
Suspension	0	2	1	2	3	2
Removal	0	0	0	2	1	2
Other	0	0	1	5	4	0
Duty Hours	0	0	1	0	2	1
Perf. Eval./Appraisal	1	6	9	12	21	19
Examination/Test	0	0	0	0	0	0

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

Complaints by Harassment	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Non-Sexual	3	10	11	20	38	27
Sexual	0	0	1	1	3	2
Medical Examination	0	0	0	0	0	1

Complaints by Harassment	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Pay Including Overtime	1	0	1	2	2	3
Promotion/Non-Selection	3	1	4	4	14	16

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

Complaint by Reassignment	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Denied	0	0	1	2	2	3
Directed	0	0	1	2	1	6
Reasonable Accommodation Disability	0	3	8	5	9	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	1	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	4	3	2	6	5
Termination	0	3	3	1	5	4
Terms/Conditions of Employment	0	1	3	2	6	11
Time and Attendance	1	4	6	4	9	2
Training	1	1	3	1	1	4

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

Complaint by Other	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
User Defined – Other 1	0	0	0	0	0	0
User Defined – Other 2	0	0	0	0	0	0

Complaint by Other	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
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)	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Average number of days in investigation	384.00	150.92	213.40	221.32	199.06	248.81
Average number of days in final action	52.00	74.32	164.93	116.32	433.32	130.96

Table 2a - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was requested)	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Average number of days in investigation	438.25	145.38	193.26	239.22	205.38	284.11
Average number of days in final action	52.00	46.50	30.18	23.60	73.22	38.17

Table 2b - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was not requested)	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Average number of days in investigation	167.00	172.10	240.85	196.32	186.42	190.75
Average number of days in final action	0	96.50	373.18	148.77	748.33	155.31

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

Findings of Discrimination Rendered by Reassignment	2021 Thru 12-31 #	2021 Thru 12-31 %	FY 2020 #	FY 2020 %	FY 2019 #	FY 2019 %	FY 2018 #	FY 2018 %	FY 2017 #	FY 2017 %	FY 2016 #	FY 2016 %
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	0	0	1	100	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	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Total complaints from previous Fiscal Years	47	39	55	67	55	60

Pending Complaints Filed in previous Fiscal Years by Status	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Total Complaints	44	34	51	65	54	59

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

Number of Complaints Pending	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Investigation	4	0	1	1	1	1
ROI Issued, Pending Complainant's Action	0	0	0	1	0	0
Hearing	32	25	51	61	48	49
Final Agency Action	12	14	3	4	6	11
Appeal with EEOC Office of Federal Operations	24	21	22	36	27	25

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

Complaint Investigations	2021 Thru 12-31	FY2020	FY2019	FY2018	FY2017	FY2016
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	1	2	5	2