

2021 2nd Qtr No Fear Tables

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

| Complaint Activity | 2021 Thru 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|--|--------------------|--------|--------|--------|--------|--------|
| Number of Complaints Filed 16.14.704(a) | 8 | 26 | 37 | 45 | 65 | 53 |
| Number of Complaints 1614.704(b) | 8 | 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 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|----------------------------|--------------------|--------|--------|--------|--------|--------|
| Race | 4 | 13 | 13 | 21 | 22 | 24 |
| Color | 0 | 3 | 3 | 5 | 3 | 6 |
| Religion | 0 | 0 | 2 | 1 | 2 | 6 |
| Reprisal | 7 | 12 | 21 | 29 | 35 | 31 |
| Sex | 4 | 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 | 3 | 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 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|--|--------------------|--------|--------|--------|--------|--------|
| Appointment/Hire | 1 | 2 | 1 | 2 | 1 | 4 |
| Assignment of Duties | 2 | 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 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|--|--------------------|--------|--------|--------|--------|--------|
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 1 | 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 03-31 | 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 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|---------------------------------|--------------------|--------|--------|--------|--------|--------|
| Pay Including Overtime | 2 | 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 03-31 | 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 | 2 | 4 | 6 | 4 | 9 | 2 |
| Training | 0 | 1 | 2 | 1 | 1 | 4 |

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

| Complaint by Other | 2021 Thru 03-31 | 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 03-31 | 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 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|--|--------------------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 251.55 | 150.92 | 213.40 | 221.32 | 199.06 | 248.81 |
| Average number of days in final action | 158.79 | 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 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|---|--------------------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 287.75 | 145.38 | 193.26 | 239.22 | 205.38 | 284.11 |
| Average number of days in final action | 50.33 | 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 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|---|--------------------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 155.00 | 172.10 | 240.85 | 196.32 | 186.42 | 190.75 |
| Average number of days in final action | 381.75 | 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 03-31 # | 2021 Thru 03-31 % | 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 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|--|-----------------|--------|--------|--------|--------|--------|
| Total complaints from previous Fiscal Years | 40 | 39 | 55 | 67 | 55 | 60 |

| Pending Complaints Filed in previous Fiscal Years by Status | 2021 Thru 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|--|--------------------|--------|--------|--------|--------|--------|
| Total Complaints | 37 | 34 | 51 | 65 | 54 | 59 |

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

| Number of Complaints Pending | 2021 Thru 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|---|--------------------|--------|--------|--------|--------|--------|
| Investigation | 0 | 0 | 1 | 1 | 1 | 1 |
| ROI Issued, Pending Complainant's Action | 0 | 0 | 0 | 1 | 0 | 0 |
| Hearing | 33 | 25 | 51 | 61 | 48 | 49 |
| Final Agency Action | 7 | 14 | 3 | 4 | 6 | 11 |
| Appeal with EEOC Office of Federal Operations | 25 | 21 | 22 | 36 | 27 | 25 |

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

| Complaint Investigations | 2021 Thru 03-31 | FY2020 | FY2019 | FY2018 | FY2017 | FY2016 |
|---|--------------------|--------|--------|--------|--------|--------|
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 1 | 2 | 5 | 2 |