

2021 4th Qtr No Fear Tables

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

Complaint Activity	2021 Thru 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Number of Complaints Filed 16.14.704(a)	36	26	37	45	65	53
Number of Complaints 1614.704(b)	36	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 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Race	23	13	13	21	22	24
Color	3	3	3	5	3	6
Religion	1	0	2	1	2	6
Reprisal	18	12	21	29	35	31
Sex	14	10	13	19	25	12
PDA	0	1	0	1	1	0
National Origin	4	5	4	5	5	10
Equal Pay Act	0	0	0	2	1	0
Age	8	5	11	15	16	17
Disability	13	10	20	16	22	17
Genetics	0	0	0	0	0	0
Non-EEO	3	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 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Appointment/Hire	9	2	1	2	1	4
Assignment of Duties	12	4	6	5	14	12
Awards	2	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 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Demotion	0	0	0	0	0	0
Reprimand	6	3	3	7	2	9
Suspension	1	2	1	2	3	2
Removal	1	0	0	2	1	2
Other	0	0	1	5	4	0
Duty Hours	1	0	1	0	2	1
Perf. Eval./Appraisal	10	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 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Non-Sexual	12	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 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Pay Including Overtime	2	0	1	2	2	3
Promotion/Non-Selection	7	1	4	4	14	16

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

Complaint by Reassignment	2021 Thru 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Denied	0	0	1	2	2	3
Directed	1	0	1	2	1	6
Reasonable Accommodation Disability	1	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	1	1	3	2	6	11
Time and Attendance	8	4	6	4	9	2
Training	1	1	2	1	1	4

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

Complaint by Other	2021 Thru 09-30	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 09-30	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 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Average number of days in investigation	139.93	150.92	213.40	221.32	199.06	248.81
Average number of days in final action	94.25	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 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Average number of days in investigation	137.88	145.38	193.26	239.22	205.38	284.11
Average number of days in final action	36.77	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 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Average number of days in investigation	142.29	172.10	240.85	196.32	186.42	190.75
Average number of days in final action	317.40	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 09-30 #	2021 Thru 09-30 %	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 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Total complaints from previous Fiscal Years	23	39	55	67	55	60

Pending Complaints Filed in previous Fiscal Years by Status	2021 Thru 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Total Complaints	21	34	51	65	54	59

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

Number of Complaints Pending	2021 Thru 09-30	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	15	25	51	61	48	49
Final Agency Action	8	14	3	4	6	11
Appeal with EEOC Office of Federal Operations	32	21	22	36	27	25

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

Complaint Investigations	2021 Thru 09-30	FY2020	FY2019	FY2018	FY2017	FY2016
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	2	5	2