

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: PH-DCMA (and below)

For 1st Quarter 2015 for period ending December 31, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 31-Dec
	2010	2011	2012	2013	2014	
Number of Complaints Filed	29	25	43	46	44	12
Number of Complainants	28	25	40	46	41	12
Repeat Filers	1	0	3	0	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 31-Dec
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	31-Dec
Race	10	12	23	19	26	5
Color	2	3	6	6	9	2
Religion	0	1	3	2	5	0
Reprisal	14	6	9	12	22	7
Sex	12	15	15	13	20	6
PDA	0	0	0	0	0	0
National Origin	3	3	9	10	7	0
Equal Pay Act	0	0	0	0	0	0
Age	10	13	16	16	25	7
Disability	9	3	15	12	16	4
Genetics	0	0	2	0	0	0
Non-EEO	0	0	1	1	1	0

Complaints by Issue	Comparative Data					2015 Thru 31-Dec
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	2	3	4	2	3	0
Assignment of Duties	5	0	2	2	5	1
Awards	0	1	1	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	1	1	0
Reprimand	1	0	4	0	2	2
Suspension	0	3	2	2	2	4
Removal	0	0	1	2	0	0
Other	0	2	5	4	0	0
Duty Hours	0	0	2	1	0	0
Evaluation Appraisal	3	2	4	2	1	0
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	9	7	13	14	22	9
Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	0	1	0
Promotion/Non-Selection	5	7	9	14	12	3
Reassignment						
Denied	1	2	0	0	1	0
Directed	2	0	0	0	0	0
Reasonable Accommodation	1	1	4	0	3	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	1	3	4	1	0
Terms/Conditions of Employment	12	4	0	0	2	3
Time and Attendance	2	1	2	0	3	2
Training	2	2	1	1	0	0
Other	0	0	2	0	1	1

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 31-Dec
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	278.4	245.9	377.3	316.9	202.3	201.1
Average number of days in final action	35.27	85	32	26.36	31.64	34
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	275.5	194.7	389.1	349.2	196.4	232.8
Average number of days in final action	14	85	41	21.25	23.75	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	283.4	265.1	344.4	272.4	215.4	169.4
Average number of days in final action	72.5	0	29	40	34.8	34
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 31-Dec
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	4	3	13	17	10	2
Average days pending prior to dismissal <i>(Does not include EEOC dismissals)</i>	27	44	26	25	10	17
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	10	1	5	2	6	1

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 31-Dec
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years	22	18	20	20	29	54
Total Complainants	22	18	20	20	29	50
Number complaints pending						
Investigation	4	6	5	3	4	10
ROI issued, pending Complainant's action	0	1	1	1	0	3
Hearing	16	10	14	16	26	39
Final Agency Action	3	5	3	4	3	3
Appeal with EEOC Office of Federal Operations	3	3	3	3	4	5
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 31-Dec
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	8	14	14	7	5	1