

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

PH-DCMA (and below)

For Fiscal Year 2015 ending September 30, 2015

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2015 Thru 30-Sep |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Number of Complaints Filed | 29 | 25 | 43 | 46 | 44 | 41 |
| Number of Complainants | 28 | 25 | 40 | 46 | 41 | 40 |
| Repeat Filers | 1 | 0 | 3 | 0 | 3 | 1 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2015 Thru 30-Sep |
| | 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 | 2015 Thru 30-Sep |
| Race | 10 | 12 | 23 | 19 | 26 | 12 |
| Color | 2 | 3 | 6 | 6 | 9 | 4 |
| Religion | 0 | 1 | 3 | 2 | 5 | 3 |
| Reprisal | 14 | 6 | 9 | 12 | 22 | 26 |
| Sex | 12 | 15 | 15 | 13 | 20 | 18 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 3 | 3 | 9 | 10 | 7 | 5 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 10 | 13 | 16 | 16 | 25 | 23 |
| Disability | 9 | 3 | 15 | 12 | 16 | 13 |
| Genetics | 0 | 0 | 2 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 1 | 1 | 1 | 1 |

| Complaints by Issue | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2015 Thru 30-Sep |
| | 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> | | | | | | |
| Appointment/Hire | 2 | 3 | 4 | 2 | 3 | 5 |
| Assignment of Duties | 5 | 0 | 2 | 2 | 5 | 3 |
| Awards | 0 | 1 | 1 | 0 | 1 | 1 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 1 | 1 | 1 | 1 |
| Reprimand | 1 | 0 | 4 | 0 | 2 | 3 |
| Suspension | 0 | 3 | 2 | 2 | 2 | 8 |
| Removal | 0 | 0 | 1 | 2 | 0 | 2 |
| Other | 0 | 2 | 5 | 4 | 0 | 1 |
| Duty Hours | 0 | 0 | 2 | 1 | 0 | 0 |
| Evaluation Appraisal | 3 | 2 | 4 | 2 | 1 | 2 |
| Examination/Test | 0 | 0 | 0 | 0 | 1 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 9 | 7 | 13 | 14 | 22 | 19 |
| Sexual | 0 | 0 | 0 | 1 | 0 | 1 |
| 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 | 11 |
| Reassignment | | | | | | |
| Denied | 1 | 2 | 0 | 0 | 1 | 0 |
| Directed | 2 | 0 | 0 | 0 | 0 | 1 |
| Reasonable Accommodation | 1 | 1 | 4 | 0 | 3 | 3 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 2 | 1 | 3 | 4 | 1 | 1 |
| Terms/Conditions of Employment | 12 | 4 | 0 | 0 | 2 | 6 |
| Time and Attendance | 2 | 1 | 2 | 0 | 3 | 2 |
| Training | 2 | 2 | 1 | 1 | 0 | 1 |
| Other | 0 | 0 | 2 | 0 | 1 | 2 |

| Processing Time | Comparative Data | | | | | |
|--|---------------------------|--------|--------|--------|--------|------------------------|
| | Previous Fiscal Year Data | | | | | 2015 Thru 30-Sep |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 278.42 | 245.91 | 377.32 | 318.19 | 205.15 | 185.91 |
| Average number of days in final action | 35.27 | 85 | 32 | 26.36 | 31.64 | 10 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 275.5 | 194.67 | 389.07 | 353.05 | 200.84 | 201.76 |
| 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 | 283.43 | 265.12 | 344.4 | 272.44 | 215.38 | 129.29 |
| Average number of days in final action | 72.5 | 0 | 29 | 40 | 34.8 | 32.5 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2015 Thru 30-Sep |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Total Complaints Dismissed by Agency | 4 | 3 | 16 | 11 | 10 | 5 |
| Average days pending prior to dismissal <i>(Does not include EEOC [merit-based] dismissals).</i> | 28 | 44 | 26 | 25 | 10 | 14 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 10 | 1 | 5 | 2 | 6 | 3 |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|---------------------------------|
| | Previous Fiscal Year Data | | | | | 2015 Thru 30-Sep |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Total complaints from previous Fiscal Years | 19 | 15 | 17 | 17 | 25 | 31 |
| Total Complainants | 19 | 14 | 17 | 17 | 25 | 27 |
| Number complaints pending | | | | | | |
| Investigation | 2 | 4 | 3 | 1 | 1 | 0 |
| ROI issued, pending Complainant's action | 0 | 1 | 1 | 1 | 0 | 0 |
| Hearing | 15 | 9 | 13 | 15 | 24 | 33 |
| Final Agency Action | 2 | 1 | 2 | 4 | 3 | 0 |
| Appeal with EEOC Office of Federal Operations | 0 | 0 | 0 | 0 | 1 | 0 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2015 Thru 30-Sep |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Pending Complaints Where Investigations Exceed Required Time | 6 | 12 | 12 | 5 | 2 | 3 |