

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

For 2nd Quarter 2016 for period ending March 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 31-Mar
	2011	2012	2013	2014	2015	
Number of Complaints Filed	25	43	46	44	43	22
Number of Complainants	25	40	46	41	42	22
Repeat Filers	0	3	0	3	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 31-Mar
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	2016 Thru 31-Mar
Race	12	23	19	26	12	8
Color	3	6	6	9	4	2
Religion	1	3	2	5	2	1
Reprisal	6	9	12	22	28	12
Sex	15	15	13	20	19	4
PDA	0	0	0	0	0	0
National Origin	3	9	10	7	4	1
Equal Pay Act	0	0	0	0	0	0
Age	13	16	16	25	23	10
Disability	3	15	12	16	13	7
Genetics	0	2	0	0	0	0
Non-EEO	0	1	1	1	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 31-Mar
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	3	4	2	3	5	6
Assignment of Duties	0	2	2	5	5	3
Awards	1	1	0	1	1	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	1	1	1	0
Reprimand	0	4	0	2	5	0
Suspension	3	2	2	2	8	1
Removal	0	1	2	0	2	0
Other	2	5	4	0	0	1
Duty Hours	0	2	1	0	0	0
Evaluation Appraisal	2	4	2	1	2	1
Examination/Test	0	0	0	1	0	0
<b>Harassment</b>						
Non-Sexual	7	13	14	22	22	9
Sexual	0	0	1	0	1	1
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	1	0	0	1	0	1
Promotion/Non-Selection	7	9	14	12	12	7
<b>Reassignment</b>						
Denied	2	0	0	1	1	0
Directed	0	0	0	0	1	1
Reasonable Accommodation	1	4	0	3	3	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	3	4	1	2	0
Terms/Conditions of Employment	4	0	0	2	6	0
Time and Attendance	1	2	0	3	2	2
Training	2	1	1	0	1	1
Other	0	2	0	1	1	2

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 31-Mar
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	245.91	377.32	318.19	205.15	184.91	218.35
Average number of days in final action	85	32	26.36	31.64	8.22	25.8
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	194.67	389.07	353.05	200.84	202.48	203.67
Average number of days in final action	85	41	21.25	23.75	0	25.6
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	265.12	344.4	272.44	215.38	130	230.36
Average number of days in final action	0	29	40	34.8	31.5	25.9
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 31-Mar
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency ( <i>Does not include EEOC [merit-based] dismissals</i> )	3	16	11	10	5	1
Average days pending prior to dismissal	44.67	167.5	107.45	10.7	14.2	27
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	5	2	6	6	5













<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 31-Mar</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Total complaints from previous Fiscal Years	18	20	20	28	33	45
Total Complainants	18	20	20	28	30	42
<b>Number complaints pending</b>						
Investigation	6	5	3	3	2	4
ROI issued, pending Complainant's action	1	1	1	0	0	2
Hearing	10	14	16	25	30	39
Final Agency Action	5	3	5	4	2	0
Appeal with EEOC Office of Federal Operations	3	3	3	4	1	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 31-Mar</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Pending Complaints Where Investigations Exceed Required Time	14	14	7	4	5	2