

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

For 3rd Quarter 2016 for period ending June 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Jun
	2011	2012	2013	2014	2015	
Number of Complaints Filed	25	43	46	44	43	37
Number of Complainants	25	40	46	41	42	37
Repeat Filers	0	3	0	3	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Jun
	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>						
Race	12	23	19	26	12	13
Color	3	6	6	9	4	2
Religion	1	3	2	5	2	1
Reprisal	6	9	12	22	28	22
Sex	15	15	13	20	19	10
PDA	0	0	0	0	0	0
National Origin	3	9	10	7	4	2
Equal Pay Act	0	0	0	0	0	0
Age	13	16	16	25	23	14
Disability	3	15	12	16	13	17
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 30-Jun
<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	
Appointment/Hire	3	4	2	3	5	6
Assignment of Duties	0	2	2	5	5	6
Awards	1	1	0	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
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	1
Other	2	5	4	0	0	1
Duty Hours	0	2	1	0	0	0
Evaluation Appraisal	2	4	2	1	2	3
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	7	13	14	22	22	17
Sexual	0	0	1	0	1	2
Medical Examination	0	0	0	0	1	1
Pay (Including Overtime)	1	0	0	1	0	2
Promotion/Non-Selection	7	9	14	12	12	12
Reassignment						
Denied	2	0	0	1	1	0
Directed	0	0	0	0	1	2
Reasonable Accommodation	1	4	0	3	3	6
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	1
Time and Attendance	1	2	0	3	2	3
Training	2	1	1	0	1	1
Other	0	2	0	1	1	4

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Jun
	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	212.41
Average number of days in final action	85	32	26.36	31.64	8.22	23.16
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	214.47
Average number of days in final action	85	41	21.25	23.75	0	19.89
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	210.21
Average number of days in final action	0	29	40	34.8	31.5	26.1
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Jun
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	3	16	11	10	5	2
Average days pending prior to dismissal	44.67	167.5	107.45	10.7	14.2	20
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	5	2	6	6	7

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Jun
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	18	20	20	28	33	40
Total Complainants	18	20	20	28	30	40
Number complaints pending						
Investigation	6	5	3	3	2	0
ROI issued, pending Complainant's action	1	1	1	0	0	1
Hearing	10	14	16	25	30	37
Final Agency Action	5	3	5	4	2	1
Appeal with EEOC Office of Federal Operations	3	3	3	4	1	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Jun
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed	14	14	7	4	5	0