

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

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	2016	2017	2018	2019	2020	
Number of Complaints Filed	50	50	61	56	36	27
Number of Complainants	49	46	51	54	36	27
Repeat Filers	1	3	2	2	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	16	20	28	23	20	16
Color	2	11	10	9	9	0
Religion	2	4	9	8	3	1
Reprisal	30	30	26	38	20	13
Sex	15	21	22	29	17	11
PDA	0	1	0	0	0	0
National Origin	3	6	9	6	4	8
Equal Pay Act	0	0	0	0	0	0
Age	17	14	29	20	15	7

Disability	18	23	20	21	12	7
Genetics	0	0	1	1	0	0
Non-EEO	0	2	1	1	1	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					<b>2021 Thru 30-Sep</b>
	<b>Previous Fiscal Year Data</b>					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Appointment/Hire	8	6	8	6	2	2
Assignment of Duties	7	11	14	17	9	6
Awards	2	0	3	3	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	2	2	0	0
Reprimand	0	3	5	2	0	2
Suspension	1	3	2	0	4	2
Removal	1	0	2	0	1	4
Other	0	0	1	0	0	0
Duty Hours	0	3	2	1	1	0
Perf. Eval./ Appraisal	4	5	11	10	6	5
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	21	20	18	25	19	11
Sexual	2	1	0	3	0	1
Medical Examination	1	2	2	1	0	0
Pay including overtime	2	0	8	3	0	0
Promotion/Non-Selection	17	12	16	7	7	4
<b>Reassignment</b>						
Denied	0	1	0	3	3	0
Directed	2	4	2	3	2	0
Reasonable Accommodation Disability	6	8	8	6	2	3

Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	9	11	6	5	1
Termination	2	5	4	5	3	1
Terms/Conditions of Employment	5	12	18	15	9	5
Time and Attendance	4	11	11	10	8	2
Training	2	5	9	6	2	1
<b>Other</b>						
Constructive Discharge	1	2	0	0	1	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 30-Sep</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Complaints pending during fiscal year						
Average number of days in investigation	204.81	204.35	247.07	267.32	276.33	305.81
Average number of days in final action	21.03	78.04	17.89	22.75	66.21	56
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	208.52	199.7	243.21	259.21	291.86	304.25
Average number of days in final action	15.15	7.75	0.25	3.21	0.33	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	202.42	209.58	252.65	274.9	258.22	307.38
Average number of days in final action	25.86	32.62	42.55	60.53	131.54	124.71
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 30-Sep</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Total Complaints Dismissed by Agency	2	5	3	2	4	4









<b>Findings Without Hearing</b>	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
<b>Reassignment</b>												
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	0	0	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
<b>Other - User Define</b>												



Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	37	43	49	52	60	69
Total Complainants	35	40	42	42	54	66
<b>Number complaints pending</b>						
Investigation	1	1	0	0	2	4
ROI issued, pending Complainant's action	0	0	0	1	0	0
Hearing	36	42	47	46	47	44
Final Agency Action	1	0	3	3	6	15
Appeal with EEOC Office of Federal Operations	3	4	4	4	5	7

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	1	4	7	3	7	9



















