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

	Comparative Data									
	Pı	evious Fi	scal Year	Data		2021 Thru				
Complaint Activity	2016	2017	2018	2019	2020	30-Sep				
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				
		Comparative Data								
Complaints by Basis	Pı	2021 Thru								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	30-Sep				
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				
						7				

Disability	18	23	20	21	12	7
Genetics	0	0	1	1	0	0
Non-EEO	0	2	1	1	1	1
		Cor	nparative	Data		
Complaints by Issue	Pr	evious Fi	scal Year	Data		2021 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	30-Sep
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
Disciplinary Action						
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
Harassment						
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
Reassignment						
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			
Other									
Constructive Discharge	1	2	0	0	1	0			
		Cor	nparative	e Data					
	Previous Fiscal Year Data 2021								
	Thru								
Processing Time	2016	2017	2018	2019	2020	30-Sep			
Complaints pending during fisca	ıl year	1			1				
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 hea	aring was	requeste	ed	1				
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 hea	aring was	not requ	ested	1				
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			
	Comparative Data								
	Previous Fiscal Year Data								
Complaints Dismissed by	Thr								
Agency	2016	2017	2018	2019	2020	30-Sep			
Total Complaints Dismissed by	2	_	_	_	_				
Agency	2	5	3	2	4	4			

Average days pending prior to													
dismissal	20	155.2	14	47	97	85.75							
Compl	laints Withdraw	n by Con	nplainan	ts									
Total Complaints Withdrawn													
by Complainants	7	3	6	3	1	1							
by Complainants	'	3	Ü	3		nparative	Data						
				Previo		Year Data						21	
											4	nru	
Total Final Agency Actions	2016			17		18		19		20		Sep	
Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		1		1		0		0		1		
Without Hearing	1	100	1	100	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	1	100	0	0	0	0	1	100	
		Comparative Data											
Findings of Discrimination Rendered by Basis		Previous Fiscal Year Data 2021 Thru											
Note: Complaints can be filed]	_		
alleging multiple bases.	2016		20	17	20	18	20	19	20	20	30-	Sep	
								2,		0/		%	
The sum of the bases may not equal total complaints and findinas.	#	%	#	%	#	%	#	%	#	%	#	~	
equal total complaints and findings.	#	%	# 0	%		%	0	%	0	%	1	,,	
equal total complaints and		%		%	# 1 0	0		0		0		0	
equal total complaints and findings. Total Number Findings	0		0		1		0		0		1		
equal total complaints and findings. Total Number Findings Race	0 0	0	0	0	1 0	0	0	0	0	0	1 0	0	
equal total complaints and findings. Total Number Findings Race Color	0 0 0	0	0 0 0	0	1 0 0	0	0 0 0	0	0 0 0	0 0	1 0 0	0 0	
equal total complaints and findings. Total Number Findings Race Color Religion	0 0 0 0	0 0 0	0 0 0 0	0 0 0	1 0 0	0 0 0	0 0 0 0	0 0 0	0 0 0 0	0 0 0	1 0 0 0	0 0	
equal total complaints and findings. Total Number Findings Race Color Religion Reprisal	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	1 0 0 0	0 0 0 100	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0	1 0 0 0	0 0 0	
equal total complaints and findings. Total Number Findings Race Color Religion Reprisal Sex	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	1 0 0 0 1	0 0 0 100	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0	1 0 0 0 0 0	0 0 0 0	
equal total complaints and findings. Total Number Findings Race Color Religion Reprisal Sex PDA	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	1 0 0 0 1 0	0 0 0 100 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	1 0 0 0 0 0 0	0 0 0 0 0	
equal total complaints and findings. Total Number Findings Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	1 0 0 0 1 0 0	0 0 0 100 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	1 0 0 0 0 0 0 0	0 0 0 0 0 0	
equal total complaints and findings. Total Number Findings Race Color Religion Reprisal Sex PDA National Origin	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	1 0 0 0 1 0 0 0	0 0 0 100 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	1 0 0 0 0 0 0 0	0 0 0 0 0 0 0	
equal total complaints and findings. Total Number Findings Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	1 0 0 0 1 0 0 0 0	0 0 0 100 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	

Findings After Hearing	0		0		1		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					Cor	mparative	e Data				_	
				Previo	us Fiscal '	Year Data	a					21
	Previous Fiscal Year Data									ru		
Findings of Discrimination	2016	1		17		18		19	_	20		Sep
Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		1	
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
Disciplinary Action	-											-
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
Harassment												
Non-Sexual	0	0	0	0	1	100	0	0	0	0	1	100
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
Reassignment		,		,								
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
Other - User Define												
Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		0		0		1	
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
Disciplinary Action		•	•							•	•	•
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
Harassment											,	
Non-Sexual	0	0	0	0	1	100	0	0	0	0	1	100
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
Reassignment												
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
Other - User Define												
Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	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
Disciplinary Action										-		
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
Harassment			•		•	•						
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
Reassignment									-			
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
Other - User Define			-	-	-	-	-	-	-	-	-	-

Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
		Coi	nparativ	e Data	•	•		-	•	-		
	D	revious Fi	scal Vear	Data		2021						
Pending Complaints Filed in	<u> </u>	i c vious i i	scar rear	Data		Thru						
Previous Fiscal Years by Status	2016	2017	2018	2019	2020	30-Sep						
Total complaints from												
previous Fiscal Years	37	43	49	52	60	69						
Total Complainants	35	40	42	42	54	66						
Number complaints pending												
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						
·		Coi	mparativ	e Data]			
		revious Fi	scal Vear	Data		2021						
		Tevious II	scar rear	Data		Thru						
Complaint Investigations	2016	2017	2018	2019	2020	30-Sep						
Pending Complaints Where												
Investigations Exceed Required												
Time Frames	1	4	7	3	7	9						