

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

For 4th Quarter 2016 for period ending September 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Sep
	2011	2012	2013	2014	2015	
Number of Complaints Filed	25	43	46	44	43	50
Number of Complainants	25	40	46	41	42	49
Repeat Filers	0	3	0	3	1	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Sep
	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	
Race	12	23	19	26	12	15
Color	3	6	6	9	4	2
Religion	1	3	2	5	2	2
Reprisal	6	9	12	22	28	30
Sex	15	15	13	20	19	15
PDA	0	0	0	0	0	0
National Origin	3	9	10	7	4	3
Equal Pay Act	0	0	0	0	0	0
Age	13	16	16	25	23	17
Disability	3	15	12	16	13	18
Genetics	0	2	0	0	0	0
Non-EEO	0	1	1	1	1	0

Complaints by Issue	Comparative Data					2016 Thru 30-Sep
	Previous Fiscal Year Data					
<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	8
Assignment of Duties	0	2	2	5	5	7
Awards	1	1	0	1	1	2
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	4
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	7	13	14	22	22	21
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	17
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	1
Termination	1	3	4	1	2	1
Terms/Conditions of Employment	4	0	0	2	6	3
Time and Attendance	1	2	0	3	2	4
Training	2	1	1	0	1	2
Other	0	2	0	1	1	6

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Sep
	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	205.12
Average number of days in final action	85	32	26.36	31.64	8.22	23.71
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	211.35
Average number of days in final action	85	41	21.25	23.75	0	20.7
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	199.19
Average number of days in final action	0	29	40	34.8	31.5	25.86
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 30-Sep
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	3	16	11	10	5	2
Average days pending prior to dismissal <i>(Does not include EEO [merit-based] dismissals)</i>	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-Sep
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	18	20	20	28	33	37
Total Complainants	18	20	20	28	30	35
Number complaints pending						
Investigation	6	5	3	3	2	1
ROI issued, pending Complainant's action	1	1	1	0	0	0
Hearing	10	14	16	25	30	36
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-Sep
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	14	14	7	4	5	1