

**Equal Employment Opportunity Web posting Data
Posted Pursuant to the No Fear Act:
IMLS Internal Complaint Activity**

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174. The No Fear Act requires Federal Agencies to post summary statistical Equal Employment Opportunity complaint data on a quarterly basis during each fiscal year. Below are the tables showing the most recent data.

Data as 4th Quarter- October 31st 2019

29 CFR §1614.704(a)(b)(c)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Activity	4th Qtr 2019	2018	2017	2016	2015	2014
Number of Complaints Filed in FY19 1614.704(a)	0	2	1	1	2	2
Number of Complainants 1614.704(b)	0	2	1	1	2	2
Repeat Filers 1614.704(c)	0	1	0	0	0	0
29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Basis*	4th Qtr 2019	2018	2017	2016	2015	2014
Race	0	2	0		1	0
1. American Indian/Alaskan Native	0	1	0		1	0
2. Asian/Pacific Islander	0	0	0	0	0	0
3. Black/African American	0	1	0	0		1
4. White	0	0	0	0		1
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
National Origin	0	1	0		1	0
1. Hispanic	0	1	0	0	0	0
2. Other	0	0	0	0	0	0
Sex	0	0	0		2	1

1. Male	0	0	0	0	0	0
2. Female	0	0	1	0	0	0
Disability	0	0	1		1	0
1. Mental	0	0	1	0	0	0
2. Physical	0	0	1	0	0	0
Age	0	1	0	0	0	0
Reprisal	0	1	0		1	0
Other	0	0	1	0	0	0
<i>*Note: Complaints can be filed alleging multiple bases.</i>						

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Issue*	4th Qtr 2019	2018	2017	2016	2015	2014
Appointment/Hire	0	0	0		1	0
Assignment of Duties	0	1	0	0	0	0
Awards	0	1	0	0	0	0
Conversion of Full-time	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0
3. Suspension	0	0	0	0	1	0
4. Removal	0	0	0	0	0	1
5. Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	1	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment	0	2	1	1	0	2
1. Non-Sexual	0	2	1	1	0	1
2. Sexual	0	0	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	1	0	0	0	1

Terms/Conditions of Employment	0	0	0	0	0	1
Time and Attendance	0	0	0	0	0	0
Training	0	1	0	0	0	0
Other	0	0	0	0	2	0

**Note: Complaints can be filed alleging multiple issues.*

29 CFR §1614.704(f)			
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the fiscal year..."		4th Qtr 2019	
		Number	Average Days
All complaints pending in Investigative Stage	1614.704(f)(1)	0	180
All complaints pending in Final Agency Action Stage		0	0
All complaints pending in which Hearing was not requested	1614.704(f)(2)	0	0
Time in Investigative Stage		0	0
Time in Final Agency Action Stage		0	0
All complaints pending in which Hearing was requested	1614.704(f)(3)	0	0
Time in Investigative Stage		0	0
Time in Final Agency Action Stage		0	0

29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Dismissed Agency Pursuant to 1614.107(a)	4th Qtr 2019	2018	2017	2016	2015	2014
Total Complaints Dismissed by Agency	0	0	0	0	1	0
Average days pending prior to dismissal	0	0	0	0	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	1	0	0	0	0

29 CFR §1614.704(h)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Total Final Agency Actions Finding Discrimination	4th Qtr 2019		2018		2017		2016		2015		2014	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing 704(h)(2)	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing 704(h)(3)	0	0	0	0	0	0	0	0	0	0	0	0

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Findings of Discrimination Rendered by Basis*	4th Qtr 2019		2018		2017		2016		2015		2014	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Number Findings Rendered Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Number of Findings Rendered After Hearing	0	0	0	0	0	0	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
National Origin	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
Disability	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
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0

**Note: Complaints can be filed alleging multiple bases.*

29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Findings of Discrimination Rendered by Issue*	4th Qtr 2019		2018		2017		2016		2015		2014	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Number Findings Rendered Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Number of Findings Rendered After Hearing	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0	0	0	0	0	0	0
5. 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
Evaluation/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	0	0	0	0	0	0	0	0	0	0	0	0
1. Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
2. 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	0	0	0	0	0	0	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	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
Retirement	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	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Complaints can be filed alleging multiple issues.

29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Pending from Previous Fiscal Years by Status		2018	2017	2016	2015	2014
Total Complaints from Previous Fiscal Years		0	0	1	1	2
Total Complainants		0	0	1	1	2
Investigation		0	0	0	1	0
Hearing		0	0	0	0	0
Final Agency Action		0	0	0	0	0
Appeals with EEOC Office of Federal Operations		0	0	0	0	0

29 CFR §1614.704(l)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Investigations	4th Qtr 2019	2018	2017	2016	2015	2014
Number Pending Completion of Investigation	0	1	1	1	1	0
Pending Investigation Over Required Timeframes	0	1	1	1	1	0