SBA No Fear Act Data As Of June 30, 2018

Complaint Activity	2014	2015	2016	2017	2018
Number of Complaints Filed	32	38	31	33	27
Number of Complaints	32	38	31	31	27
Repeat Filers	0	0	0	1	0

Complaints by Basis

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed

Bases	2014	2015	2016	2017	2018
Race	20	19	12	13	12
Color	4	3	5	8	4
Religion	0	1	1	3	1
Reprisal	21	19	19	25	13
Sex	16	23	8	14	4
PDA	0	1	0	0	0
National Origin	3	7	5	9	6
Equal Pay Act	0	0	0	0	0
Age	10	20	11	18	7
Disability	7	16	15	8	8
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0

Complaints by Issue

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed

Issue	2014	2015	2016	2017	2018
Appointment/Hire	7	7	5	3	6
Assignment of Duties	11	7	10	13	5
Awards	1	4	0	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	1	0	0	1	0
Disciplinary Action-Reprimand	7	3	3	5	6
Disciplinary Action-Suspension	2	4	3	2	2
Disciplinary Action-Removal	2	0	2	1	1
Disciplinary Action-Other	0	1	1	0	2
Duty Hours	0	0	0	1	0
Perf. Eval./Appraisal	10	9	9	14	5
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	17	16	17	19	13
Harassment-Sexual	1	2	0	2	1
Medical Examination	0	0	0	0	0
Pay Including Overtime	3	1	3	0	2
Promotion/non-Selection	8	9	9	8	0
Reassignment					
Reassignment-Denied	1	2	1	0	0
Reassignment-Directed	2	1	2	3	3
Reasonable Accommodation	2	2	1	1	2
Reinstatement	0	0	0	0	0
Religious Accommodation	0	0	0	0	0
Retirement	0	0	1	1	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	0	2	0	0
Termination	7	1	2	7	5
Terms/Conditions of Employment	8	4	12	11	8
Time and Attendance	6	2	4	6	3
Training	4	0	1	4	4
Other	0	1	0	0	0

Processing Time

Complaint pending	2014	2015	2016	2017	2019
during fiscal year	2014	2015	2016	2017	2018
Average number	271.48	267.88	260.92	278.24	266.10
of days in	271.40	207.00	200.52	270.24	200.10
investigation					
Average number	112.67	31.57	22	19.5	46.56
of days in final					
action					
Complaint pending	2014	2015	2016	2017	2018
during fiscal year					
where hearing was					
requested					
Average number	264.87	310.92	263.81	272.1	230.67
of days in					
investigation					
Average number	25.5	18.33	24.6	16	10
of days in final	23.5	10.55	24.0	10	10
-					
action	004 7	0017			
Complaint pending	2014	2015	2016	2017	2018
during fiscal year					
where hearing was					
not requested				000.45	070.50
Average number	281.4	224.83	255.78	288.15	272.50
of days in					
investigation					
Average number	41.5	26.5	30	67.75	70.25
of days in final					
action					
Complaint	2014	2015	2016	2017	2018
Dismissed by					
Agency					
Total Complaints	0	0	0	0	2
Dismissed by	-	-	-	-	_
Agency	0	0	0	<u> </u>	
Average days	0	0	0	0	111
pending prior to					
dismissal					
Complaint	2014	2015	2016	2017	2018
Withdrawn by					
Complainants					
Total Complaints	3	0	1	0	0
withdrawn by					
complainants					
Total Final Agency	2014	2015	2016	2017	2018
Actions Finding					
Discrimination					
Total Number	1	0	0	0	0
Findings		-		-	-
Without Hearing	0	0	0	0	0
-					
With Hearing	1(100%)	0	0	0	0

Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases

The sum of the bases may not equal total complaints and findings	2014	2015	2016	2017	2018
Total Number Findings	0	0	0	0	0
Race	0	0	0	0	0
Color	0	0	0	0	0
Religion	0	0	0	0	0
Reprisal	0	0	0	0	0
Sex	0	0	0	0	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	0
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0
Findings After Hearing	0	0	0	0	0
Race	0	0	0	0	0
Color	0	0	0	0	0
Religion	0	0	0	0	0
Reprisal	0	0	0	0	0
Sex	0	0	0	0	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	0
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0
Race	0	0	0	0	0
Color	0	0	0	0	0
Religion	0	0	0	0	0
Reprisal	0	0	0	0	0
Sex	0	0	0	0	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	0
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0

Findings of Discrimination Rendered by Issue

Findings of	2014	2015	2016	2017	2018
Discrimination					
Rendered by					
Issue					
Total Number of	0	0	0	0	0
Findings					
Appointment/Hire	0	0	0	0	0
Assignment of	0	0	0	0	0
Duties	0	0		0	0
Awards	0	0	0	0	0
Conversion to Full	0	0	0	0	0
Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	0	0	0	0	0
Disciplinary	0	0	0	0	0
Action-Reprimand	0	0	0	0	0
Disciplinary	0	0	0	0	0
Action-Suspension	0	Ū	Ū	0	Ū
Disciplinary	0	0	0	0	0
Action-Removal	v	ĺ	Ĭ	Ŭ	Ŭ
Disciplinary	0	0	0	0	0
Action-Other	-			-	Ĭ
Duty Hours	0	0	0	0	0
Perf.	0	0	0	0	0
Eval./Appraisal	-	-	-		
Examination/Test	0	0	0	0	0
Harassment-Non-	0	0	0	0	0
Sexual		-	-	-	_
Harassment-	0	0	0	0	0
Sexual					
Medical	0	0	0	0	0
Examination					
Pay Including	0	0	0	0	0
Overtime					
Promotion/non-	0	0	0	0	0
Selection					
Reassignment					
Reassignment-	0	0	0	0	0
Denied					
Reassignment-	0	0	0	0	0
Directed					
Reasonable	0	0	0	0	0
Accommodation					
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions	0	0	0	0	0
of Employment					
Time and	0	0	0	0	0
Attendance				<u>^</u>	
Training	0	0	0	0	0
Other	0	0	0	0	0
Findings without	0	0	0	0	0
hearing-					
Appointment/Hire	0	0	0	0	0
Finding without	U	U	0	0	0
hearing-					

	2014	2015	2016	2017	2018
Findings of	2014	2015	2010	2017	2018
Discrimination					
Rendered by					
Issue					
Assignment of					
Duties					
Awards	0	0	0	0	0
Conversion to Full	0	0	0	0	0
Time/Perm Status					
Disciplinary	0	0	0	0	0
Action-Demotion					
Disciplinary	0	0	0	0	0
Action-Reprimand					
Disciplinary	0	0	0	0	0
Action-Suspension					
Disciplinary	0	0	0	0	0
Action-Removal					
Disciplinary	0	0	0	0	0
Action-Other	0	0		0	0
Duty Hours Perf.	0	0	0	0	0
Perf. Eval./Appraisal	U	U	U	0	U
Examination/Test	0	0	0	0	0
Harassment-Non-	0	0	0	0	0
Sexual	0	0	0	0	0
Harassment-	0	0	0	0	0
Sexual	Ū	Ŭ	Ŭ	U U	Ũ
Medical	0	0	0	0	0
Examination	Ū		, i i i i i i i i i i i i i i i i i i i		Ũ
Pay Including	0	0	0	0	0
Overtime					
Promotion/non-	0	0	0	0	0
Selection					
Reassignment-	0	0	0	0	0
Denied					
Reassignment-	0	0	0	0	0
Directed					
Reasonable	0	0	0	0	0
Accommodation					
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions	0	0	0	0	0
of Employment	0	0			
Time and Attendance	0	0	0	0	0
	0	0	0	0	0
Training Other	0	0	0	0	0
Findings after	0	0	0	0	0
hearing-	0		0		5
Appointment/Hire					
Findings after	0	0	0	0	0
hearing-Assignment	5	Ĭ	Ĭ	Ĭ	J J
of Duties					
Findings after	0	0	0	0	0
hearing-Awards					
Findings after	0	0	0	0	0
hearing-					
Conversion to Full					
Time/Perm Status			1		

Findings of	2014	2015	2016	2017	2018
Discrimination					
Rendered by					
Issue					
Disciplinary	0	0	0	0	0
action-Demotion	U	0	U	0	0
Disciplinary	0	0	0	0	0
action-Reprimand	Ũ	0	Ŭ	Ŭ	Ū
Disciplinary	0	0	0	0	0
action-Suspension	-	-			-
Disciplinary	0	0	0	0	0
action-Removal					
Disciplinary	0	0	0	0	0
action-Other					
Duty Hours	0	0	0	0	0
Perf.	0	0	0	0	0
Eval./Appraisal					
Examination/Test	0	0	0	0	0
Harassment-Non-	0	0	0	0	0
Sexual					
Harassment-	0	0	0	0	0
Sexual					
Medical	0	0	0	0	0
Examination					
Pay Including	0	0	0	0	0
Overtime					
Promotion/non-	0	0	0	0	0
Selection	-		-		
Reassignment-	0	0	0	0	0
Denied	0	0			0
Reassignment-	0	0	0	0	0
Directed Reasonable	0	0	0	0	0
Accommodation	U	U	U	0	U
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions	0	0	0	0	0
of Employment	Ũ	Ū	Ŭ	l v	Ĭ
Time and	0	0	0	0	0
Attendance	-	č	Ĭ	Ĭ	Ĩ
Training	0	0	0	0	0
Other	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints	2014	2015	2016	2017	2018
Total Complaints From previous Fiscal Years	32	46	52	62	74
Number of Complainants	31	42	49	57	64
Number Complaints Pending	2014	2015	2016	2017	2018
Investigation	1	1	3	3	6
ROI issued pending Complainant's action	0	0	0	0	0
Hearing	28	35	42	49	58
Final Agency Action	4	9	5	5	7
Appeal with EEOC Office of Federal Operations	3	3	4	4	5
Complaint Investigations	2014	2015	2016	2017	2018
Pending Complainants where Investigation Exceed Required Time Frames	1	3	4	6	11