SBA No Fear Act Data As Of September 30, 2018

| Complaint Activity | 2014 | 2015 | 2016 | 2017 | 2018 |
|----------------------------|------|------|------|------|------|
| Number of Complaints Filed | 32 | 38 | 31 | 33 | 35 |
| Number of Complaints | 32 | 38 | 31 | 31 | 35 |
| 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 | 18 |
| Color | 4 | 3 | 5 | 8 | 6 |
| Religion | 0 | 1 | 1 | 3 | 3 |
| Reprisal | 21 | 19 | 19 | 25 | 17 |
| Sex | 16 | 23 | 8 | 14 | 5 |
| PDA | 0 | 1 | 0 | 0 | 0 |
| National Origin | 3 | 7 | 5 | 9 | 9 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 |
| Age | 10 | 20 | 11 | 18 | 11 |
| Disability | 7 | 16 | 15 | 8 | 10 |
| 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 | 7 |
| Assignment of Duties | 11 | 7 | 10 | 13 | 9 |
| 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 | 7 |
| 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 | 8 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 |
| Harassment-Non-Sexual | 17 | 16 | 17 | 19 | 17 |
| 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 | 8 |
| Terms/Conditions of Employment | 8 | 4 | 12 | 11 | 10 |
| Time and Attendance | 6 | 2 | 4 | 6 | 3 |
| Training | 4 | 0 | 1 | 4 | 6 |
| Other | 0 | 1 | 0 | 0 | 0 |

Processing Time

| | | | 1 | 1 | |
|--------------------------------------|---------|--------|--------|--------|--------|
| Complaint pending during fiscal year | 2014 | 2015 | 2016 | 2017 | 2018 |
| Average number | 271.48 | 267.88 | 260.92 | 278.24 | 273.52 |
| of days in | | | | | |
| investigation | | | | | |
| | 442.67 | 24.57 | 22 | 40.5 | 40.44 |
| Average number | 112.67 | 31.57 | 22 | 19.5 | 48.41 |
| 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 | 281 |
| of days in | | | | | |
| investigation | | | | | |
| Average number | 25.5 | 18.33 | 24.6 | 16 | 13.44 |
| of days in final | 23.3 | 10.55 | 24.0 | 10 | 13.44 |
| · · | | | | | |
| action | | 2017 | | | |
| Complaint pending | 2014 | 2015 | 2016 | 2017 | 2018 |
| during fiscal year | | | | | |
| where hearing was | | | | | |
| not requested | | | 2===2 | 200.1- | 0 |
| Average number | 281.4 | 224.83 | 255.78 | 288.15 | 257.67 |
| of days in | | | | | |
| investigation | | | | | |
| Average number | 41.5 | 26.5 | 30 | 67.75 | 46.14 |
| of days in final | | | | | |
| action | | | | | |
| Complaint | 2014 | 2015 | 2016 | 2017 | 2018 |
| Dismissed by | | | | | |
| Agency | | | | | |
| Total Complaints | 0 | 0 | 0 | 0 | 6 |
| Dismissed by | | | | | |
| Agency | | | | | |
| | 0 | 0 | 0 | 0 | 121 |
| Average days | U | 0 | U | U | 121 |
| pending prior to | | | | | |
| dismissal | | | | | |
| Complaint | 2014 | 2015 | 2016 | 2017 | 2018 |
| Withdrawn by | | | | | |
| Complainants | | _ | | _ | |
| Total Complaints | 3 | 0 | 1 | 0 | 2 |
| 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 |
| | 1(100%) | | | + | |
| 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 | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|------|------|------|------|------|
| complaints and findings | | | | | |
| 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 |
|------------------------------|------|------|------|------|------|
| | 2014 | 2013 | 2010 | 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 | | | | | |
| 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 | | | | | |
| 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 | | 0 | 0 | | 0 |
| Reassignment- Directed | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 |
| Reasonable | U | Ü | 0 | 0 | U |
| Accommodation | 0 | 0 | 0 | 0 | 0 |
| Reinstatement Retirement | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping Telework | 0 | 0 | 0 | 0 | 0 |
| Termination | | | | 0 | 0 |
| Termination Terms/Conditions | 0 | 0 | 0 | 0 | 0 |
| of Employment | U | U | | U | U |
| 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- | U | U | | J | U |
| Appointment/Hire | | | | | |
| Finding without | 0 | 0 | 0 | 0 | 0 |
| | J | 9 | | | |
| hearing- | | | | | |

| - · · · · · · | 204.4 | 2045 | 2016 | 2047 | 2010 |
|------------------------------|-------|------|------|------|------|
| Findings of | 2014 | 2015 | 2016 | 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 | O | O O | | | |
| 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 | | | | | |
| 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 | | | | | |
| Reassignment- | 0 | 0 | 0 | 0 | 0 |
| Directed | | 0 | | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 |
| Retirement Soy Storootyping | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | | | | | |
| Telework | 0 | 0 | 0 | 0 | 0 |
| Termination Terms/Conditions | 0 | 0 | 0 | 0 | 0 |
| - | U | U | U | U | " |
| of Employment Time and | 0 | 0 | 0 | 0 | 0 |
| Attendance | U | | 0 | | |
| | 0 | 0 | 0 | 0 | 0 |
| Training Other | 0 | 0 | 0 | 0 | 0 |
| Findings after | 0 | 0 | 0 | 0 | 0 |
| hearing- | U | | | | |
| Appointment/Hire | | | | | |
| Findings after | 0 | 0 | 0 | 0 | 0 |
| hearing-Assignment | Ŭ | | | | |
| 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 | | | | | |

| Findings of Discrimination | 2014 | 2015 | 2016 | 2017 | 2018 |
|------------------------------|------|------|------|------|------|
| Rendered by | | | | | |
| Issue | | | | | |
| Disciplinary action-Demotion | 0 | 0 | 0 | 0 | 0 |
| 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 Duty Hours | 0 | 0 | 0 | 0 | 0 |
| Perf. | 0 | 0 | 0 | 0 | 0 |
| Eval./Appraisal | U | | | | |
| 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 | 0 | 0 | 0 | 0 | 0 |
| Reassignment- Denied | U | U | 0 | 0 | 0 |
| Reassignment- | 0 | 0 | 0 | 0 | 0 |
| Directed | Ü | Ŭ | | | Ŭ |
| 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 | - | _ | _ | | - |
| 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 | 66 |
| Number of Complainants | 31 | 42 | 49 | 57 | 57 |
| Number Complaints Pending | 2014 | 2015 | 2016 | 2017 | 2018 |
| Investigation | 1 | 1 | 3 | 3 | 2 |
| ROI issued pending Complainant's action | 0 | 0 | 0 | 0 | 0 |
| Hearing | 28 | 35 | 42 | 49 | 49 |
| Final Agency Action | 4 | 9 | 5 | 5 | 12 |
| Appeal with EEOC Office of Federal Operations | 3 | 3 | 4 | 4 | 6 |
| Complaint Investigations | 2014 | 2015 | 2016 | 2017 | 2018 |
| Pending Complainants where Investigation Exceed Required Time Frames | 1 | 3 | 4 | 6 | 4 |