

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

Complaint pending during fiscal year	2014	2015	2016	2017	2018
Average number of days in investigation	271.48	267.88	260.92	278.24	273.52
Average number of days in final action	112.67	31.57	22	19.5	48.41
Complaint pending during fiscal year where hearing was requested	2014	2015	2016	2017	2018
Average number of days in investigation	264.87	310.92	263.81	272.1	281
Average number of days in final action	25.5	18.33	24.6	16	13.44
Complaint pending during fiscal year where hearing was not requested	2014	2015	2016	2017	2018
Average number of days in investigation	281.4	224.83	255.78	288.15	257.67
Average number of days in final action	41.5	26.5	30	67.75	46.14
Complaint Dismissed by Agency	2014	2015	2016	2017	2018
Total Complaints Dismissed by Agency	0	0	0	0	6
Average days pending prior to dismissal	0	0	0	0	121
Complaint Withdrawn by Complainants	2014	2015	2016	2017	2018
Total Complaints withdrawn by complainants	3	0	1	0	2
Total Final Agency Actions Finding Discrimination	2014	2015	2016	2017	2018
Total Number Findings	1	0	0	0	0
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 Discrimination Rendered by Issue	2014	2015	2016	2017	2018
Total Number of Findings	0	0	0	0	0
Appointment/Hire	0	0	0	0	0
Assignment of Duties	0	0	0	0	0
Awards	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	0	0	0	0	0
Disciplinary Action-Reprimand	0	0	0	0	0
Disciplinary Action-Suspension	0	0	0	0	0
Disciplinary Action-Removal	0	0	0	0	0
Disciplinary Action-Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0
Reassignment					
Reassignment-Denied	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
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 of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	0	0	0
Other	0	0	0	0	0
Findings without hearing- Appointment/Hire	0	0	0	0	0
Finding without hearing-	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2014	2015	2016	2017	2018
Assignment of Duties					
Awards	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	0	0	0	0	0
Disciplinary Action-Reprimand	0	0	0	0	0
Disciplinary Action-Suspension	0	0	0	0	0
Disciplinary Action-Removal	0	0	0	0	0
Disciplinary Action-Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0
Reassignment-Denied	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
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 of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	0	0	0
Other	0	0	0	0	0
Findings after hearing-Appointment/Hire	0	0	0	0	0
Findings after hearing-Assignment of Duties	0	0	0	0	0
Findings after hearing-Awards	0	0	0	0	0
Findings after hearing-Conversion to Full Time/Perm Status	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2014	2015	2016	2017	2018
Disciplinary action-Demotion	0	0	0	0	0
Disciplinary action-Reprimand	0	0	0	0	0
Disciplinary action-Suspension	0	0	0	0	0
Disciplinary action-Removal	0	0	0	0	0
Disciplinary action-Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0
Reassignment-Denied	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
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 of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
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