# SBA No Fear Act Data As Of March 31, 2019

Complaint Activity	2015	2016	2017	2018	2019
Number of Complaints Filed	38	31	33	37	5
Number of Complaints	38	31	31	37	5
Repeat Filers	0	0	1	0	0

#### Complaints by Basis

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

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Bases	2015	2016	2017	2018	2019
Race	19	12	13	19	2
Color	3	5	8	6	0
Religion	1	1	3	1	0
Reprisal	19	19	25	18	2
Sex	23	8	14	5	3
PDA	1	0	0	0	0
National Origin	7	5	9	9	2
Equal Pay Act	0	0	0	0	0
Age	20	11	18	12	1
Disability	16	15	8	10	1
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	2015	2016	2017	2018	2019
Appointment/Hire	7	5	3	7	2
Assignment of Duties	7	10	13	9	0
Awards	4	0	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	0	0	1	0	0
Disciplinary Action-Reprimand	3	3	5	7	1
Disciplinary Action-Suspension	4	3	2	2	1
Disciplinary Action-Removal	0	2	1	1	1
Disciplinary Action-Other	1	1	0	2	0
Duty Hours	0	0	1	0	0
Perf. Eval./Appraisal	9	9	14	8	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	16	17	19	17	4
Harassment-Sexual	2	0	2	1	1
Medical Examination	0	0	0	0	0
Pay Including Overtime	1	3	0	2	0
Promotion/non-Selection	9	9	8	2	0
Reassignment					
Reassignment-Denied	2	1	0	0	1
Reassignment-Directed	1	2	3	3	1
Reasonable Accommodation	2	1	1	2	0
Reinstatement	0	0	0	0	1
Religious Accommodation	0	0	0	0	0
Retirement	0	1	1	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	2	0	0	0
Termination	1	2	7	8	1
Terms/Conditions of Employment	4	12	11	10	2
Time and Attendance	2	4	6	3	0
Training	0	1	4	6	0
Other	1	0	0	0	0

## Processing Time

Complaint pending during fiscal year	2015	2016	2017	2018	2019
Average number	267.88	260.92	278.24	273.52	270.00
of days in	207.00	200.02	270.21	270.02	27 0.00
investigation					
Average number	31.57	22	19.5	48.41	73.92
of days in final	31.37	22	13.3	40.41	75.52
action					
Complaint pending	2015	2016	2017	2018	2019
during fiscal year	2013	2010	2017	2010	2015
where hearing was					
requested					
Average number	310.92	263.81	272.1	281	270.00
of days in					
investigation					
Average number	18.33	24.6	16	13.44	73.92
of days in final					
action					
Complaint pending	2015	2016	2017	2018	2019
during fiscal year					
where hearing was					
not requested					
Average number	224.83	255.78	288.15	257.67	0
of days in					
investigation					
Average number	26.5	30	67.75	46.14	0
of days in final					
action					
Complaint	2015	2016	2017	2018	2019
Dismissed by					
Agency					
Total Complaints	0	0	0	6	6
Dismissed by					
Agency					
Average days	0	0	0	121	121
pending prior to					
dismissal					
Complaint	2015	2016	2017	2018	2019
Withdrawn by					
Complainants Total Complaints	0	1	0	2	2
Total Complaints	U	1	U	2	
withdrawn by					
complainants  Total Final Agency	2015	2016	2017	2018	2019
Actions Finding	2012	2010	2017	2019	2019
Discrimination					
Total Number	0	0	0	0	0
Findings	Ü	Č			
Without Hearing	0	0	0	0	0
With Hearing	0	0	0	0	0
with nearing	U	U	U	l U	U

# 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	2015	2016	2017	2018	2019
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	2015	2016	2017	2018	2019
Discrimination					
Rendered by					
Issue					
Total Number of	0	0	0	0	0
Findings	U	U	0	U	U
Appointment/Hire	0	0	0	0	0
Assignment of	0	0	0	0	0
Duties	U	U	0		U
Awards	0	0	0	0	0
Conversion to Full	0	0	0	0	0
Time/Perm Status	· ·	Ü			Ü
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					
Reassignment-	0	0	0	0	0
Directed					
Reasonable	0	0	0	0	0
Accommodation	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	
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		U	U
	0	0	0	0	0
Training Other	0	0	0	0	0
Findings without	0	0	0	0	0
hearing-	U	U		U	U
Appointment/Hire					
Finding without	0	0	0	0	0
hearing-	J	U			

Discrimination   Rendered by   Issue	Findings of	2015	2016	2017	2018	2019
Rendered by   Issue	_	2025	2010	2027	2010	2013
SSUE						
Assignment of Duties	Rendered by					
Duties	Issue					
Awards	Assignment of					
Conversion to Full   Time/Perm Status	Duties					
Time/Perm Status	Awards	0	0	0	0	0
Disciplinary	Conversion to Full	0	0	0	0	0
Action-Demotion   Disciplinary   O	Time/Perm Status					
Action-Demotion   Disciplinary   O	Disciplinary	0	0	0	0	0
Disciplinary						
Disciplinary		0	0	0	0	0
Action-Suspension   Disciplinary   O	Action-Reprimand					
Disciplinary   Action-Removal   Disciplinary   Action-Removal   Disciplinary   Cation-Removal   Disciplinary   Disciplinary   Disciplinary   Disciplinary   Disciplinary   Disciplinary   Duty Hours		0	0	0	0	0
Disciplinary   Action-Removal   Disciplinary   Action-Removal   Disciplinary   Cation-Removal   Disciplinary   Disciplinary   Disciplinary   Disciplinary   Disciplinary   Disciplinary   Duty Hours	Action-Suspension					
Action-Removal   Disciplinary   O		0	0	0	0	0
Action-Other   Duty Hours   D						
Action-Other   Duty Hours   O		0	0	0	0	0
Perf.         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         0           Medical Examination         0						
Perf.         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         0           Medical Examination         0		0	0	0	0	0
Eval./Appraisal   Examination/Test   O						
Examination/Test   0		-				
Harassment-Non-Sexual		0	0	0	0	0
Sexual   Harassment-						
Harassment-  Sexual		•				
Sexual         Medical         0 <t< td=""><td></td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>		0	0	0	0	0
Medical Examination         0		-				
Examination         Pay Including         0		0	0	0	0	0
Pay Including Overtime         0		· ·				
Overtime         0<		0	0	0	0	0
Promotion/non-Selection         0		•				
Selection         Reassignment-Denied         0<		0	0	0	0	0
Reassignment-Denied         0		•				
Denied         Compose the composition of the composition		0	0	0	0	0
Reassignment-Directed         0		•				
Directed         Composition		0	0	0	0	0
Reasonable Accommodation         0 <td>_</td> <td>•</td> <td></td> <td></td> <td></td> <td></td>	_	•				
Accommodation         Reinstatement         0 <td></td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>		0	0	0	0	0
Reinstatement         0         0         0         0           Retirement         0         0         0         0           Sex-Stereotyping         0         0         0         0           Telework         0         0         0         0           Termination         0         0         0         0		•				
Retirement         0         0         0         0           Sex-Stereotyping         0         0         0         0         0           Telework         0         0         0         0         0         0           Termination         0         0         0         0         0         0		0	0	0	0	0
Sex-Stereotyping         0         0         0         0           Telework         0         0         0         0         0           Termination         0         0         0         0         0						
Telework         0         0         0         0         0           Termination         0         0         0         0         0						
Termination         0         0         0         0						
of Employment		J				
Time and 0 0 0 0 0		n	n	n	n	n
Attendance		J				
Training 0 0 0 0 0 0		n	n	n	n	n
Other 0 0 0 0 0	1					
Findings after 0 0 0 0 0						
hearing-		J				
Appointment/Hire						
Findings after 0 0 0 0 0		0	0	0	0	0
hearing-Assignment		ŭ				
of Duties	of Duties					
Findings after 0 0 0 0 0		0	0	0	0	0
hearing-Awards	hearing-Awards					
Findings after 0 0 0 0 0	Findings after	0	0	0	0	0
hearing-	hearing-					
Conversion to Full						
Time/Perm Status	Time/Perm Status					

Findings of	2015	2016	2017	2018	2019
Discrimination					
Rendered by					
Issue					
	0	0	0	0	0
Disciplinary action-Demotion	U	U	U	U	U
Disciplinary	0	0	0	0	0
action-Reprimand	U	U	U	0	0
Disciplinary	0	0	0	0	0
action-Suspension	U		U		0
Disciplinary	0	0	0	0	0
action-Removal	O				
Disciplinary	0	0	0	0	0
action-Other	Ü			Ů	
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					
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	2015	2016	2017	2018	2019
Total Complaints From previous Fiscal Years		52	62	66	78
Number of Complainants	42	49	57	57	71
Number Complaints Pending		2016	2017	2018	2019
Investigation	1	3	3	2	15
ROI issued pending Complainant's action	0	0	0	0	0
Hearing	35	42	49	49	51
Final Agency Action	9	5	5	12	7
Appeal with EEOC Office of Federal Operations	3	4	4	6	6
Complaint Investigations	2015	2016	2017	2018	2019
Pending Complainants where Investigation	3	4	6	4	15
Exceed Required Time Frames					