SBA No Fear Act Data As Of June 30, 2019

Complaint Activity	2015	2016	2017	2018	2019
Number of Complaints Filed	38	31	33	37	9
Number of Complaints	38	31	31	37	9
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

Bases	2015	2016	2017	2018	2019
Race	19	12	13	19	5
Color	3	5	8	6	2
Religion	1	1	3	1	1
Reprisal	19	19	25	18	3
Sex	23	8	14	5	4
PDA	1	0	0	0	0
National Origin	7	5	9	9	3
Equal Pay Act	0	0	0	0	0
Age	20	11	18	12	2
Disability	16	15	8	10	3
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

leave	2015	2010	2017	2010	2010
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	6
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	0
Reassignment-Directed	1	2	3	3	1
Reasonable Accommodation	2	1	1	2	0
Reinstatement	0	0	0	0	0
Religious Accommodation	0	0	0	0	0
Retirement	0	1	1	0	0

Issue	2015	2016	2017	2018	2019
Sex-Stereotyping	0	0	0	0	0
Telework	0	2	0	0	0
Termination	1	2	7	8	2
Terms/Conditions of Employment	4	12	11	10	3
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 of days in	267.88	260.92	278.24	273.52	346.33
investigation					
Average number of days in final	31.57	22	19.5	48.41	63.39
action					
Complaint pending	2015	2016	2017	2018	2019
during fiscal year					
where hearing was					
requested	24.2.22	0.00.01	070.1	001	
Average number	310.92	263.81	272.1	281	324.5
of days in					
investigation					
Average number	18.33	24.6	16	13.44	63.39
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	389.50
of days in	224.05	255.10	200.15	251.01	565.50
investigation					
Average number	26.5	30	67.75	46.14	0
of days in final	20.5	50	01.15	40.14	0
action					
Complaint	2015	2016	2017	2018	2019
Dismissed by	2015	2010	2017	2010	2019
Agency					
Total Complaints	0	0	0	6	0
Dismissed by					
Agency					
Average days	0	0	0	121	0
pending prior to					
dismissal					
Complaint	2015	2016	2017	2018	2019
Withdrawn by					
Complainants					
Total Complaints	0	1	0	2	2
withdrawn by					
complainants					
Total Final Agency	2015	2016	2017	2018	2019
Actions Finding					
Discrimination		<u> </u>			
Total Number	0	0	0	0	0
Findings					
Without Hearing	0	0	0	0	0
With Hearing	0	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	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 Discrimination Rendered by Issue

Findings of	2015	2016	2017	2018	2019
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	0		<u>^</u>		<u>^</u>
Harassment-	0	0	0	0	0
Sexual Medical	0	0	0	0	0
Examination	0	0	0	0	0
Pay Including	0	0	0	0	0
Overtime	0	0	0	0	0
Promotion/non-	0	0	0	0	0
Selection	0	0	0	0	0
Reassignment Reassignment-	0	0	0	0	0
Denied	0	0	0	0	0
Reassignment-	0	0	0	0	0
Directed	U	Ū	0	v	0
Reasonable	0	0	0	0	0
Accommodation	v	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	0	0	0	0	0
of Employment	U	U	U	U	U
Time and	0	0	0	0	0
Attendance	U	U	U	U	U
	0	0	0	0	0
Training	0	0	0		
Other	0	0	0	0	0
Findings without	0	0	0	0	0
hearing-					
Appointment/Hire					

Findings of	2015	2016	2017	2018	2019
Discrimination					
Rendered by					
lssue					
Finding without	0	0	0	0	0
hearing-					
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	0	0	0	0	0
Action-	2	~	ľ	, , , , , , , , , , , , , , , , , , ,	, , , , , , , , , , , , , , , , , , ,
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	0
Reasonable	0	0	0	0	0
Accommodation Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
	0	0	0	0	0
Sex-Stereotyping Telework	0	0	0	0	0
Termination	0		0	0	0
Terms/Conditions	0	0	0	0	0
of Employment	U	U	U	U	U
Time and	0	0	0	0	0
Attendance	U	U	0	0	0
Training	0	0	0	0	0
Other	0	0	0	0	0
Findings after	0	0	0	0	0
hearing-	U	U	0	0	U
Appointment/Hire					
Findings after	0	0	0	0	0
hearing-Assignment	v	v	Ĭ	Ĭ	U U
of Duties					

Findings of	2015	2016	2017	2018	2019
Discrimination					
Rendered by					
-					
Issue					
Findings after	0	0	0	0	0
hearing-Awards	_				
Findings after	0	0	0	0	0
hearing-					
Conversion to Full					
Time/Perm Status	0	0	0	0	0
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					
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					2
Reassignment-	0	0	0	0	0
Denied	•	<u>^</u>			<u>^</u>
Reassignment- Directed	0	0	0	0	0
Reasonable	0	0	0	0	0
Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
	0	0	0	0	0
Retirement 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	U	U	U	U	U
Time and	0	0	0	0	0
Attendance	U	U	0	U	U
Training	0	0	0	0	0
Other	0	0	0	0	0
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Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints	2015	2016	2017	2018	2019
Total Complaints From previous Fiscal Years	46	52	62	66	73
Number of Complainants	42	49	57	57	66
Number Complaints Pending	2015	2016	2017	2018	2019
Investigation	1	3	3	2	11
ROI issued pending Complainant's action	0	0	0	0	0
Hearing	35	42	49	49	46
Final Agency Action	9	5	5	12	11
Appeal with EEOC Office of Federal Operations	3	4	4	6	7

Investigations That Exceed Time Frames

Complaint Investigations	2015	2016	2017	2018	2019
Pending Complainants where Investigation	3	4	6	4	16
Exceed Required Time Frames					