## EQUAL EMPLOYMENT OPPORTUNITY DATE POSTED PURSUANT TO THE NO FEAR ACT:

## SBA FOR 4<sup>TH</sup> QUARTER 2021 PERIOD ENDING SEPTEMBER 30, 2021

			Comp	arative Da	ta	
Part 1 Complaint Activity		2021				
	2016	2017	2018	2019	2020	Thru 9-30
Number of Complaints Filed	31	33	37	17	34	32
Number of Complainants	31	31	37	17	34	32
Repeat Filers	0	1	0	0	0	0

David 2 Communicate has Donie			Com	parative l	Data	
Part 2 Complaints by Basis		Previou	is Fiscal Ye	ear Data		
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021 Thru 9-30
Race	12	13	19	8	17	12
Color	5	8	6	2	2	5
Religion	1	3	1	1	2	4
Reprisal	19	25	18	5	10	11
Sex	8	14	5	8	14	13
PDA	0	0	0	1	0	0
National Origin	5	9	9	4	2	5
Equal Pay Act	0	0	0	0	0	0
Age	11	18	12	4	10	13
Disability	15	8	10	7	6	15
Genetics	0	0	0	0	0	1
Non-EEO	0	0	0	0	1	0

Port 2 Complaints by Issue			Compa	rative Dat	ta	
Part 3 Complaints by Issue		Previou	s Fiscal Ye	ear Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2021, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.	2016	2017	2018	2019	2020	2021 Thru 9-30
Appointment/Hire	5	3	7	3	8	3
Assignment of Duties*	10	13	9	0	1	1
Awards	0	1	1	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	1	0
Reprimand**	3	5	7	2	0	3
Suspension	3	2	2	1	1	0
Removal	0	1	1	0	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	1	1	2	0	1	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	0	0	0	0
Perf. Eval./ Appraisal	9	14	8	0	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	17	19	17	13	14	9
Sexual	0	2	1	2	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	0	2	0	0	0
Promotion/Non-Selection	9	8	2	0	3	2

Reassignment						
Denied	1	0	0	0	0	0
Directed	2	3	3	1	0	1
Reasonable Accommodation Disability	5	1	2	0	2	1
Reinstatement*	1	0	0	0	0	1
Religious Accommodation	0	0	0	0	0	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	0	0	0	1	0
Termination	2	7	8	2	4	13
Terms/Conditions of Employment*	12	11	10	4	0	0
Time and Attendance	4	6	3	1	0	1
Training	1	4	6	0	0	0
Other Terms/Conditions of Employment*						
User Defined - Other 1*	0	0	0	0	1	3
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

	Comparative Data											
Part 4 Processing Time			2021									
	2016	2017	2018	2019	2020	Thru 9-30						
Complaints pending during fiscal year												
Average number of days in investigation	260.92	278.24	273.52	356.80	350.89	370.87						
Average number of days in final action	19.50	34.55	48.41	64.38	53.68	74.42						
Complaint pending during fiscal year where here	earing was	requeste	d	-	·							
Average number of days in investigation	263.81	272.10	281.00	282.80	321.89	367.00						
Average number of days in final action	16.00	8.50	13.44	63.39	21.54	28.80						
Complaint pending during fiscal year where here	earing was	not reque	ested									
Average number of days in investigation	255.78	288.15	257.67	393.80	379.89	375.09						
Average number of days in final action	30.00	67.75	46.14	46.00	139.00	123.80						

	Comparative Data										
Part 5 Complaints Dismissed by Agency		Previous	Fiscal Y	ear Data	a	2021					
	2016	2017	2018	2019	2020	Thru 9-30					
Total Complaints Dismissed by Agency	0	0	6	0	7	0					
Average days pending prior to dismissal	0	0	121	0	287	0					
Complaints Wi	thdrawr	n by Com	nplainan	ts							
Total Complaints Withdrawn by Complainants	1	0	2	3	2	3					

						Comp	oarati	ve Da	ita			
Part 6 Total Final Agency Actions			Pr	eviou	ıs Fiso	al Ye	ar Da	ta			20	
Finding Discrimination	20	2016		17	20	18	20	19	20	20	Thru 9-30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Part 7 Findings of						Comp	barati	ve Da	ita			
Discrimination Rendered by Basis			Pr	eviou	ıs Fiso	al Ye	ar Da	ta			20 Th	
Note: Complaints can be filed	20	16	20	17	20	18	20	19	20	20		30
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Part 7 (cont) Findings of					С	ompa	rative	Data					
Discrimination Rendered by Basis			F	Previo	us Fiso	al Yea	ar Data	a			-	2021 Thru	
Note: Complaints can be filed	20	16	20	17	20	18	20	19	20	20	9-30		
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	# %		#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	0		0		0		0		0		0		
Race	0	0	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	0	0	1	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	

Part 7 (cont) Findings of					C	Compa	arative	e Data	1			
Discrimination Rendered by Basis			P	revio	us Fiso	cal Yea	ar Dat	а				2021 Thru
Note: Complaints can be filed	20	16	20	2017		2018		2019		20	9-30	
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Starting in FY2021, issues marked with: \* are reported under Other Terms / Conditions of Employment.\*\* are reported under Other Disciplinary Actions.

						Comp	arati	ve Da	ita			
Part 8 Findings of Discrimination			Pr	eviou	ıs Fiso	cal Ye	ar Da	ita				)21
Rendered by Issue	20	16	20	17	20	18	20	19	20	20		nru 30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		1		1	1		1	1	1	1		1
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0

												1
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data												
Part 8 (cont) Findings of	Previous Fiscal Year Data											2021	
Discrimination Rendered by Issue	2016		2017		2018		2019		2020		Thru 9-30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	0		0		0		0		0		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action			-	-	-	-		-					
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment			-	-	-	-		-					
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	0	

Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data												
Part 8 (cont) Findings of	Previous Fiscal Year Data											2021	
Discrimination Rendered by Issue	2016 2		20	017 201		18	20	19	20	20	Thru 9-30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Findings Without Hearing	0		0		0		0		0		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action					1	1		1	1		1		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment											1		
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	
Reassignment		1			1	1		1	1				
Denied	0	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	0	

Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data									
Part 9 Pending Complaints Filed in Previous Fiscal		2021								
Years by Status	2016	2017	2018	2019	2020	Thru 9-30				
Total complaints from previous Fiscal Years	52	62	66	66	26	30				
Total Complainants	49	57	57	59	26	30				
Number complaints pending										
Investigation	3	3	2	4	0	1				
ROI issued, pending Complainant's action	0	0	0	5	3	5				
Hearing	42	49	49	39	19	19				
Final Agency Action	5	5	12	14	2	3				
Appeal with EEOC Office of Federal Operations	4	4	6	7	9	9				

	Comparative Data									
Part 10 Complaint Investigations		2021								
	2016	2017	2018	2019	2020	Thru 9-30				
Pending Complaints Where Investigations Exceed Required Time Frames	4	6	4	7	14	7				