

## NO Fear Act Data

2012 - 2016

Complaint Activity	Comparative Data					2016 2nd Qtr.
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016 1st Qtr	
Number of Complaints Filed	36	32	32	38	5	13
Number of Complainants	35	32	32	38	5	13
Repeat Filers	1	0	0	0	0	0

Complaints by Basis	Comparative Data					2016 2nd Qtr.
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016 1st Qtr.	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .</i>						
Race	13	10	20	19	2	6
Color	11	6	4	3	2	2
Religion	2	3	0	1	0	0
Reprisal	18	16	21	18	4	8
Sex	16	19	17	23	1	4
PDA	0	0	0	0	0	0
National Origin	1	1	3	7	0	2
Equal Pay Act	0	0	0	0	0	0
Age	16	14	10	19	2	4
Disability	9	16	8	16	2	7
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					2016 2nd Qtr.
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016 1st. Qtr	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed .</i>						
Appointment/Hire	3	7	7	7	1	3
Assignment of Duties	10	8	11	7	1	4
Awards	2	4	1	4	0	0
Conversion to Full-time/Perm	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	0	0	0
Reprimand	4	7	2	3	0	0
Suspension	2	4	2	4	0	0
Removal	2	0	2	0	0	0
Other	3	3	2	0	0	0
Duty Hours	0	0	0	0	0	0
Perf.Evaluation/Appraisal	8	8	10	9	2	5
Examination/Test	0	0	0	0	0	0

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<b>Harassment</b>						
Non-Sexual	24	23	17	16	1	5
Sexual	2	1	1	2	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	3	3	3	1	0	0
Promotion/Non-Selection	9	11	8	9	1	3
<b>Reassignment</b>						
Denied	0	0	1	2	0	1
Directed	1	2	2	1	0	0
Reasonable Accommodation	0	1	2	2	1	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	3	0	0	1	0	0
Sex Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	2	1	7	1	0	1
Terms/Conditions of Employment	5	7	8	4	1	4
Time and Attendance	3	5	6	2	1	1
Training	2	2	4	0	0	1
Other	0	0	2	0	0	0

Processing Time	Comparative Data					2016 2nd Qtr.
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016 1st Qtr.	
Complaints pending during fiscal year						
Average number of days in investigation stage	236.88	309.25	271.48	267.88	198.6	183.18
Average number of days in final action stage	10	112.67	31.57	25.86	8	13
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	243.00	401.80	264.87	310.92	223.67	187.33
Average number of days in final action stage	10.40	25.50	18.33	25.60	8	13
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	229	229	281.40	224.83	161	178.2
Average number of days in final action stage	9.33	156.25	41.50	26.50	0	0







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<b>Findings Without Hearing</b>	0		1		0		0		0		0
Appointment/Hire	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
Awards	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0
Perf. Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	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
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0
Sex Stereotyping	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0
Termination	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
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2016 2nd Qtr.
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016 1st Qtr	
Total complaints from previous Fiscal Years	56	58	56	47	72	70
Total Complainants	56	58	56	43	66	64
<b>Number complaints pending</b>						
Investigation	18	18	11	23	14	10
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	30	35	35	42	45	48

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Final Action	6	3	10	2	10	11
Appeal with EEOC Office of Federal Operations	1	1	3	3	2	16

Complaint Investigations	Comparative Data					2016 2nd Qtr.
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016 1st Qtr	
Pending Complaints Where Investigations Exceeds Required Time Frames	6	7	1	3	3	6