

**NO Fear Act Data  
2012 - 2016**

Complaint Activity	Comparative Data					2016 4th Qtr.
	Previous Fiscal Year Data					
	2012	2013	2014	2015		
Number of Complaints Filed	36	32	32	38		31
Number of Complainants	35	32	32	38		31
Repeat Filers	1	0	0	0		0

Complaints by Basis	Comparative Data					2016 4th Qtr.
	Previous Fiscal Year Data					
	2012	2013	2014	2015		
<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		12
Color	11	6	4	3		5
Religion	2	3	0	1		1
Reprisal	18	16	21	18		19
Sex	16	19	17	23		8
PDA	0	0	0	0		0
National Origin	1	1	3	7		5
Equal Pay Act	0	0	0	0		0
Age	16	14	10	19		11
Disability	9	16	8	16		15
Genetic Information	0	0	0	0		0
Non-EEO	0	0	0	0		0

Complaints by Issue	Comparative Data					2016 4th Qtr.
	Previous Fiscal Year Data					
	2012	2013	2014	2015		
<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		5
Assignment of Duties	10	8	11	7		10
Awards	2	4	1	4		0
Conversion to Full-time/Perm	0	0	0	0		0
<b>Disciplinary Action</b>						
Demotion	0	0	1	0		0
Reprimand	4	7	2	3		3
Suspension	2	4	2	4		3
Removal	2	0	2	0		0
Other	3	3	2	0		1
Duty Hours	0	0	0	0		0
Perf.Evaluation/Appraisal	8	8	10	9		9
Examination/Test	0	0	0	0		0

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<b>Harassment</b>						
Non-Sexual	24	23	17	16		17
Sexual	2	1	1	2		0
Medical Examination	0	0	0	0		0
Pay (Including Overtime)	3	3	3	1		3
Promotion/Non-Selection	9	11	8	9		9
<b>Reassignment</b>						
Denied	0	0	1	2		1
Directed	1	2	2	1		2
Reasonable Accommodation	0	1	2	2		5
Reinstatement	0	0	0	0		1
Religious Accommodation	0	0	0	0		0
Retirement	3	0	0	1		1
Sex Stereotyping	0	0	0	0		0
Telework	0	0	0	0		2
Termination	2	1	7	1		2
Terms/Conditions of Employment	5	7	8	4		12
Time and Attendance	3	5	6	2		4
Training	2	2	4	0		1
Other	0	0	2	0		0

<b>Processing Time</b>	<b>Comparative Data</b>					<b>2106 4th Qtr.</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>		
Complaints pending during fiscal year						
Average number of days in investigation stage	236.88	309.25	271.48	267.88		236.92
Average number of days in final action stage	10	112.67	31.57	25.86		19.53
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	243.00	401.80	264.87	310.92		265.53
Average number of days in final action stage	10.40	25.50	18.33	25.60		16
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	229	229	281.40	224.83		194
Average number of days in final action stage	9.33	156.25	41.50	26.50		30





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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
<b>Findings After Hearing</b>											
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	0	0	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
<b>Findings Without Hearing</b>											
	0		1		0		0		0		0

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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 4th Qtr.
	Previous Fiscal Year Data					
	2012	2013	2014	2015		
Total complaints from previous Fiscal Years	56	58	56	46		52
Total Complainants	56	58	56	43		49
<b>Number complaints pending</b>						
Investigation	18	18	11	23		3
ROI issued, pending Complainant's action	0	0	0	0		0
Hearing	30	35	35	42		42
Final Action	6	3	10	2		5
Appeal with EEOC Office of Federal Operations	1	1	3	3		3

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<b>Complaint Investigations</b>	<b>Comparative Data</b>					<b>2016 4th Qtr.</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>		
Pending Complaints Where Investigations Exceeds Required Time Frames	6	7	1	3		4