

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

CEO (and below)

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	67	56	45	48	42	5
Number of Complainants	70	58	43	48	36	5
Repeat Filers	2	2	2	0	6	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
	2011	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>	2011	2012	2013	2014	2015	Thru 12-31
Race	24	22	19	15	17	1
Color	1	0	1	0	0	1
Religion	2	2	1	1	1	0
Reprisal	28	24	17	19	22	2
Sex	25	13	18	12	8	0
PDA	0	0	0	0	0	0
National Origin	1	1	0	2	2	0

Equal Pay Act	2	7	1	4	0	0
Age	25	25	20	19	23	5
Disability	15	11	11	20	10	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	7	53	6	4	6	1
Assignment of Duties	6	6	3	3	3	0
Awards	0	0	0	2	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	0	1	0
Reprimand	1	0	0	0	0	0
Suspension	0	3	0	2	2	0
Removal	0	0	0	0	0	0
Other	3	5	1	1	0	0
Duty Hours	1	1	1	3	0	0
Evaluation Appraisal	0	4	3	6	7	0
Examination/Test	0	0	0	3	0	0
Harassment						
Non-Sexual	7	11	12	11	9	0
Sexual	4	3	1	1	1	0
Medical Examination	0	0	3	2	0	0

Pay (Including Overtime)	2	10	11	7	2	0
Promotion/Non-Selection	23	25	11	17	15	3
Reassignment						
Denied	0	0	1	1	0	0
Directed	1	0	3	1	0	0
Reasonable Accommodation	1	1	1	2	4	0
Reinstatement	0	0	0	1	0	0
Retirement	0	0	1	0	0	0
Termination	1	8	5	15	12	1
Terms/Conditions of Employment	18	12	7	19	25	2
Time and Attendance	0	0	0	0	2	0
Training	0	2	2	2	1	1
Other	2	10	0	1	1	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	123.12	131.73	173.68	198.13	226.93	314.00
Average number of days in final action	86.20	42.93	85.47	52.52	56.95	172
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	115.83	140.38	178.84	202.00	223.00	334.50
Average number of days in final action	0	39.40	32.60	39.67	43.73	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in	145	123.08	168.22	193.83	230.12	273

Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	1	50	0	0	1	33	1	50	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	1	50	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
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
Findings After Hearing	0		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	1	100	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	1	100
Sex	0	0	0	0	1	100	1	100	1	100	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	1	100	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
Findings Without Hearing	0		0		2		2		0		1	

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement	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
Termination	0	0	1	100	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 - User Defined	0	0	0	0	1	50	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2016 Thru 12/31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	20	22	20	30	29	64						
Total Complainants	19	21	61	29	28	58						
Number complaints pending												
Investigation	0	0	2	0	3	21						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	14	12	20	25	23	29						
Final Agency Action	0	3	0	5	4	11						
Appeal with EEOC Office of Federal Operations	0	0	1	30	19	12						
Complaint Investigations	Comparative Data						2016 Thru 12-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							

Pending Complaints Where Investigations Exceed Required Time Frames	2	2	3	1	11	10
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