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

## CISA (and below), HQ (and below)

					Com	ipar	ative	Data	
<b>Complaint Activity</b>		Previ	ous	Fisc	al Y	ear	Data		2020Thru09-30
	201	5 20	16	20	17	201	8 20	)19	2020 I Nru09-30
Number of Complaints Filed	44	5	3	3:	5	61	. (	66	101
Number of Complainants	43	4	9	3:	5	58	3 6	54	98
Repeat Filers	1		2	0	)	3		1	3
Conveloista ha Doria					С	omp	oarativ	ve Dat	ta
Complaints by Basis		Pr	evio	ous l	Fisca	al Y	ear D	ata	
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal toto complaints filed.		2015	20	)16	201	17	2018	2019	2020Thru09- 30
Race		21	2	25	22	2	32	34	54
Color		8		6	4		7	14	30
Religion		2		1	1		1	3	5
Reprisal		22	2	24	10	)	29	45	49
Sex		22	2	24	14	1	20	28	38
PDA		0		2	1		0	0	1

For 4th Quarter 2020 for period ending September 30, 2020

National Origin	11	5	5	4	6	12
Equal Pay Act	1	0	0	0	0	0
Age	16	13	11	16	24	32
Disability	11	13	10	20	31	32
Genetics	0	0	0	0	3	0
Non-EEO	1	1	1	0	1	6

			Com	parativ	ve Data	l
<b>Complaints by Issue</b>	Pro	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30
Appointment/Hire	10	15	4	5	7	5
Assignment of Duties	10	7	8	5	17	28
Awards	0	0	1	1	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action					-	·
Demotion	0	0	0	1	0	2
Reprimand	2	3	3	3	7	10
Suspension	1	1	0	5	4	11
Removal	0	1	0	1	2	4
Duty Hours	0	1	2	0	1	3
Perf. Eval./ Appraisal	3	6	6	8	10	20
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	17	11	22	23	55
Sexual	0	1	0	1	2	5

Medical Examination		0	0		0	0	2	3		
Pay including overtime		1	2		1	2	6	5		
Promotion/Non-Selection		11	5		2	7	11	17		
Reassignment				1		1		1		
Denied		1	1		0	1	0	2		
Directed		0	2		1	2	3	7		
Reasonable Accommodation Disability	on	1	1		1	7	9	9		
Reinstatement		0	0		0	0	0	0		
Religious Accommodation	L	0	0		0	0	0	0		
Retirement		0	0		0	0	0	1		
Sex-Stereotyping		0	0		0	0	0	0		
Telework	0 0 1 3 4 9									
Termination	1 3 2 4 7 9									
Terms/Conditions of Empl	oyment	1	0		2	4	8	3		
Time and Attendance		2	1		4	3	8	18		
Training		2	1		4	2	6	5		
Other							-	1		
			Co	omp	oara	tive ]	Data			
<b>Processing Time</b>		Previou	s Fisca	ıl Y	ear	Data	l	2020Thru09-		
	2015	2016	201	7	20	)18	2019	30		
Complaints pending during	g fiscal ye	ear	1							
Average number of days in investigation	191.19	202.68	250.	61	242	2.78	255.65	240.48		
Average number of days in final action	110.32	45.05	188.	96	12'	7.50	160.85	162.74		
Complaint pending during	fiscal year	ar where	hearir	ıg w	vas 1	eque	sted			

With Hearing	0	0	0	0	0	0		0	0	0	0	0	0	
Without Hearing	1	100	0	0	2	10	0	1	100	1	100	2	100	
Total Number Findings	1		0		2			1		1		2		
	#	%	#	%	#	%	Ď	#	%	#	%	#	%	
Actions Finding Discrimination	2	015	20	016	2	2017	,	2	018	2	019		30	
Total Final Agency			Pre	viou	s F	iscal	l Y	ear	r Data	1		2020	)Thru09-	
						Co	mp	bar	ative	Dat	a			
Total Complaints Withdra Complainants	wn	by	4		6		8		5		7			
Con	ıpla	ints V	Witl	Withdrawn by Co				mp	olaina	nts				
Average days pending prid dismissal	or to	)	11	118			24	2	0		232		292	
Total Complaints Dismiss Agency	ed b	у	3	3		0 6			0		12		6	
			20	2015 2		016 2		17	2018	2	019		30	
Complaints Dismisse Agency	d by	V		Pre	viou	is Fi	isc	al Y	Year I	Data	a	2020	Thru09-	
							С	om	parat	tive	Data			
Average number of days in final action	5	9.33	69	9.00	2	15.7	75	24	19.67	29	4.38	340.36		
Average number of days in investigation	17	9.25	19	4.39	2	40.4	13	275.94		26	4.37	2	32.40	
Complaint pending during	; fise	cal ye	ar w	vhere	e he	arin	g v	vas	not re	que	ested			
Average number of days in final action	17	1.22	40	0.82	1	62.1	17	7	5.14	10	7.82	8	31.33	
Average number of days in investigation	19	4.61	21	0.53	2	42.2	20	222.31		24	4.95	255.40		

Findings of												
Discrimination Rendered by Basis		I	Prev	vious	s Fis	scal	Yea	r Dat	a		2020	Thru09-
Note: Complaints can be	2	015	20	016	20	)17	2	018	2	019	-	30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		1		1		1	
Race	1	100	0	0	0	0	0	0	1	100	1	100
Color	1	100	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	1	100	0	0	0	0
Sex	0	0	0	0	0	0	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	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	1	100
Disability	1	100	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 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

Total Number Findings	#	%	#	%	#	%	#	%	#	%	#	%
Findings of Discrimination Rendered by Issue	2	P 015		ious 16		cal Y 17		r Data 018		019	2020	Thru09- 30
					(	Com	par	ative	Dat	ta		
Non-EEO	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
Disability	1	100	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	1	100	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	1	100	0	0	0	0	0	0	0	0	0	0
Race	1	100	0	0	0	0	0	0	1	100	1	100
Findings Without Hearing	1		0		0		1		1		1	
Noli-EEO	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
Disability Genetics	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
Equal Pay Act	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

Appointment/Hire	0	0	0	0	0	0	0	0	1	100	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	1	10
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
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								<u> </u>				·
Non-Sexual	1	100	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	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Other - User Define				1							1	
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				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
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	1	1	1	I	I	1	1	I	1	1	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		<u> </u>	1	1	1			1	1	1	<u> </u>	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 - User Define												
Findings Without Hearing	1		0		0		1		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	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	1	100
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

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
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	1		1			1	1				
Non-Sexual	1	100	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	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Other - User Define												
							Con	parat	iv	e Data	l	
Pending Complaints F Previous Fiscal Years b			I	Prev	vious	Fis	scal	Year ]	Da	ta	2020	Thru09-
	<i>j~~</i> •••		201	5	2016	2	017	2018		2019		30
Total complaints from pre Fiscal Years	evious	5	54		57		64	63		70		73
Total Complainants			53		57		63	61		63	69	
Number complaints pen										·		
Investigation			3		0		5	5		2		1
ROI issued, pending Complainant's action			0		0		0	0		0		0
Hearing			45		41		53	47		47	39	
Final Agency Action			8		12		10	14		21		24
Appeal with EEOC O Federal Operations	ffice	of	7		7		13	18		24		35
							Con	parat	iv	e Data	l	
Complaint Investiga	tions		J	Prev	vious	Fis	scal	Year ]	Da	ta	2020	Thru09-
			201	5	2016	2	017	2018	3	2019	1	30
Pending Complaints When Investigations Exceed Rea Time Frames	vestigations Exceed Required		3		7	5		4		2		10