

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

## HRSA (and below)

For 2nd Quarter 2016 for period ending March 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	12	12	6	6	21	7
Number of Complainants	12	12	6	6	21	7
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	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>						
Race	6	2	3	4	12	1
Color	1	2	0	1	3	0
Religion	1	0	0	0	1	0
Reprisal	5	3	2	3	8	3
Sex	5	4	1	1	7	1
PDA	0	0	0	0	0	0

National Origin	4	1	1	2	3	1
Equal Pay Act	0	0	0	0	1	0
Age	9	4	3	2	8	4
Disability	3	5	5	2	11	3
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Appointment/Hire	0	2	0	0	1	0
Assignment of Duties	2	2	0	2	5	5
Awards	0	1	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	1	1	1	1	1	3
Suspension	0	0	1	1	0	0
Removal	1	0	1	0	1	1
Other	0	2	1	1	2	0
Duty Hours	1	0	0	1	1	0
Perf. Eval./ Appraisal	5	2	1	0	4	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	8	9	3	2	12	4

Sexual	0	2	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	2	0	2	0	3	1
<b>Reassignment</b>						
Denied	1	0	1	0	1	0
Directed	1	0	0	0	1	1
Reasonable Accommodation Disability	0	0	2	1	2	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	2	3	1	1	3	1
Terms/Conditions of Employment	0	0	0	0	1	0
Time and Attendance	1	1	0	2	5	2
Training	0	1	0	0	1	1
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	0
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	

Complaints pending during fiscal year													
Average number of days in investigation		133.27	121.58	123.70	107.00	191.00	210.45						
Average number of days in final action		69.00	54.00	108.00	63.00	348.00	0						
Complaint pending during fiscal year where hearing was requested													
Average number of days in investigation		128.67	118.56	127.86	175.00	186.25	231.83						
Average number of days in final action		34.50	0	0	0	348.00	0						
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		140.17	130.67	114.00	39.00	210.00	184.80						
Average number of days in final action		103.50	54.00	108.00	63.00	0	0						
<b>Complaints Dismissed by Agency</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
		<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total Complaints Dismissed by Agency		1	0	0	1	2	0						
Average days pending prior to dismissal		43	0	0	72	68	0						
<b>Complaints Withdrawn by Complainants</b>													
Total Complaints Withdrawn by Complainants		0	2	2	1	0	1						
<b>Total Final Agency Actions Finding Discrimination</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
		<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
		<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings		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												
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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2016Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	1	2	4	4	2	18						
Total Complainants	1	2	4	4	2	18						
<b>Number complaints pending</b>												
Investigation	0	0	0	0	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	1	2	4	3	2	14						

Final Agency Action	0	0	0	1	0	1
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	1