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

## HRSA (and below)

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

#### 2020 Comparative Data

Complaint Activity	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Number of Complaints Filed	21	15	14	16	10	7
Number of Complainants	21	15	14	16	10	7
Repeat Filers	0	0	0	0	0	0

Complaints by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Race	12	3	6	5	5	4
Color	3	0	3	1	1	0
Religion	1	0	0	2	0	0
Reprisal	8	9	5	9	5	6
Sex	7	2	5	6	2	2
PDA	0	0	1	0	0	0
National Origin	3	2	0	3	0	2

Complaints by Basis  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Equal Pay Act	1	1	1	1	0	0
Age	8	6	6	4	3	4
Disability	11	7	9	7	4	5
Genetics	0	0	0	0	0	1
Non-EEO	1	0	1	1	1	0

## **Comparative Data**

Complaints by Issue  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Appointment/Hire	1	0	0	2	1	1
Assignment of Duties	5	6	1	2	0	1
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0

Complaints by Issue: Disciplinary Action  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	2020
	Year	Year	Year	Year	Year	Thru
	2015	2016	2017	2018	2019	9-30
Demotion	0	0	0	0	0	0

Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	iscal Year 2019	2020 Thru 9-30
Reprimand	1	4	1	1	0	0
Suspension	0	1	1	2	0	0
Removal	1	1	0	0	2	1
Other	2	0	0	0	0	0

#### **Comparative Data**

Complaints by Issue  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Duty Hours	1	0	0	0	0	0
Evaluation Appraisal	4	3	1	3	1	2
Examination/Test	0	0	0	0	0	0

Complaints by Issue: Harassment  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Non-Sexual	12	7	7	9	8	3
Sexual	1	0	0	1	0	0

Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	3	1	1	2	0	0

#### **Comparative Data**

Complaints by Issue: Reassignment  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Denied	1	1	0	0	0	0
Directed	1	1	0	0	0	0

Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Reasonable Accommodation	2	4	5	2	1	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	3	1	2	0	0	0
Terms/Conditions of Employment	1	0	2	0	1	0
Time and Attendance	5	2	0	1	0	0

Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Training	1	1	0	0	0	0
Telework	0	0	2	0	0	0

## **Comparative Data**

Processing Time Complaints pending during fiscal year	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Average number of days in investigation	205.36	205.74	195.82	287.50	273.91	284.10
Average number of days in final action	348.00	127.00	99.67	0	107.33	138.00

Processing Time Complaints pending during fiscal year where hearing was requested	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Average number of days in investigation	204.33	230.36	203.83	300.50	245.50	303.00
Average number of days in final action	348.00	0	94.00	0	23.000	12

Processing Time  Complaints pending during fiscal year where hearing was not requested	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Average number of days in investigation	210	171.88	186.20	274.50	308.00	152.00
Average number of days in final action	0	127.00	105.33	0	149.50	138.00

## **Comparative Data**

Complaints Dismissed by Agency	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Total Complaints Dismissed by Agency	2	1	1	2	1	0
Average days pending prior to dismissal	68	48	124	127	202	0

## **Complaints Withdrawn by Complainants**

Total Complaints Withdrawn by Complainants	0	1	2	2	2	1	
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Total Final	Fiscal	Fiscal	Fiscal	Fiscal	<b>Fiscal</b>	Fiscal	<b>Fiscal</b>	Fiscal	<b>Fiscal</b>	Fiscal	2020	2020
<b>Agency Actions</b>	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Thru	Thru
Finding	2015#	2015	2016#	2016	2017 #	2017	2018#	2018	2019#	2019	9-30	6-30
Discrimination		<b>%</b>		<b>%</b>		<b>%</b>		<b>%</b>		<b>%</b>	#	<b>%</b>
Total Number	0		1		0		0		0		0	
Findings												
Without Hearing	0	0	1	100	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015 #	Fiscal Year 2015 %	Fiscal Year 2016 #	Fiscal Year 2016 %	Fiscal Year 2017 #	Fiscal Year 2017 %	Fiscal Year 20187 #	Fiscal Year 2018 %	Fiscal Year 2019 #	Fiscal Year 2019 %	2020 Thru 9-30 #	2020 Thru 6-30 %
Total Number Findings	0		1		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
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	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	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

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Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015 #	Fiscal Year 2015 %	Fiscal Year 2016 #	Fiscal Year 2016 %	Fiscal Year 2017 #	Fiscal Year 2017 %	Fiscal Year 20187 #	Fiscal Year 2018 %	Fiscal Year 2019 #	Fiscal Year 2019 %	2020 Thru 9-30 #	2020 Thru 6-30 %
Findings Without Hearing	0		1		0		0		0		0	
Race			1									
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
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	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	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

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Fiscal Year 2015 #	Fiscal Year 2015 %	Fiscal Year 2016 #	Fiscal Year 2016 %	Fiscal Year 2017 #	Fiscal Year 2017 %	Fiscal Year 20187 #	Fiscal Year 2018 %	Fiscal Year 2019 #	Fiscal Year 2019 %	2020 Thru 9-30 #	2020 Thru 6-30 %
0		0		0		0		0		0	
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
	Year 2015 # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Year 2015       Year 2015         0       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0	Year 2015         Year 2016         Year 2016           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0	Year 2015         Year 2016         Year 2016         Year 2016           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0	Year 2015 #         Year 2016 #         Year 2016 #         Year 2017 #           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0           0         0         0         0	Year 2015 #         Year 2016 #         Year 2016 #         Year 2017 #	Year 2015 #         Year 2016 #         Year 2016 2016 2017 2017 20187         Year 2018 2017 20187         Year 2018 20187         Year 2018 2018 2018         Year 2018 2018 2018         Year 2018 2018 2018         Year 20	Year 2015 #         Year 2016 #         Year 2016 #         Year 2017 #         Year 2018 #	Year 2015         Year 2016         Year 2017         Year 2017         Year 20187         Year 20188         Year 2019         Year 2019         Year 2018         Year 2019         Year 2018         Year 2019         Year 2018         Year 2018	Year 2015         Year 2016         Year 2016         Year 2017         Year 2018         Year 2018         Year 2019         Year 2018         Year 2019         Year 2018         Year 2019         Year 2019 <t< td=""><td>Year 2015         Year 2016         Year 2016         Year 2017         Year 2018         Year 2019         <t< td=""></t<></td></t<>	Year 2015         Year 2016         Year 2016         Year 2017         Year 2018         Year 2019         Year 2019 <t< td=""></t<>

Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Fiscal Year 2015 #	Fiscal Year 2015 %	Fiscal Year 2016 #	Fiscal Year 2016 %	Fiscal Year 2017 #	Fiscal Year 2017 %	Fiscal Year 20187 #	Fiscal Year 2018 %	Fiscal Year 2019 #	Fiscal Year 2019 %	2020 Thru 9-30 #	2020 Thru 6-30 %
Findings Without Hearing	0		1		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
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	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	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 of Discrimination Rendered by Issue	Year	Fiscal Year 2015 %	Year	Fiscal Year 2016 %	Fiscal Year 2017 #	Fiscal Year 2017 %	Year	Fiscal Year 2018 %	Year	Year	2020 Thru 9-30 #	2020 Thru 6-30 %
Total Number Findings	0		1		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	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Fiscal Year 2015 #	Fiscal Year 2015 %	Year	Fiscal Year 2016 %	Fiscal Year 2017 #	Fiscal Year 2017 %	Fiscal Year 2018 #	Fiscal Year 2018 %	Fiscal Year 2019 #	Fiscal Year 2019 %	2020 Thru 9-30 #	2020 Thru 6-30 %
Total Number Findings: Disciplinary Action	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
Other	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Year	Fiscal Year 2015 %	Year	Fiscal Year 2016 %		Fiscal Year 2017 %	Year	Fiscal Year 2018 %	Year	Year	Thru	2020 Thru 6-30 %
Total Number Findings	0		0		0		0		0		0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation 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

## **Comparative Data**

Findings of	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	2020	2020
Discrimination	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Thru	Thru
Rendered by	2015	2015	2016	2016	2017	2017	2018	2018	2019	2019	9-30	6-30
Issue	#	%	#	<b>%</b>	#	<b>%</b>	#	<b>%</b>	#	<b>%</b>	#	%
Total Number												
Findings:	0		0		0		0		0		0	
Harassment												
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

Findings of Discrimination Rendered by Issue	Fiscal Year 2015 #	Fiscal Year 2015 %		Fiscal Year 2016 %		Fiscal Year 2017 %	Year	Fiscal Year 2018 %		Fiscal Year 2019 %	Thru	2020 Thru 6-30 %
Total Number Findings	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

Findings of	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal	2020	2020
Discrimination	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Thru	Thru
Rendered by	2015	2015	2016	2016	2017	2017	2018	2018	2019	2019	9-30	6-30
Issue	#	%	#	<b>%</b>	#	<b>%</b>	#	<b>%</b>	#	<b>%</b>	#	<b>%</b>
Total Number												
Findings:	0		0		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

Findings of Discrimination Rendered by Issue	Fiscal Year 2015 #	Year	Fiscal Year 2016 #	Year	Fiscal Year 2017 #	Year	Fiscal Year 2018 #	Year	Fiscal Year 2019 #	Year	2020 Thru 9-30 #	2020 Thru 6-30 %
Total Number Findings	0		1		0		0		0		0	
Reasonable Accommodation	0	0	1	100	0	0	0	0	0	0	0	0
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	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Year	Fiscal Year 2015 %	Year	Fiscal Year 2016 %	Year	Fiscal Year 2017 %	Year	Fiscal Year 2018 %	Year	Year	Thru	2020 Thru 6-30 %
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	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Fiscal Year 2015 #	Fiscal Year 2015 %		Fiscal Year 2016 %	Fiscal Year 2017 #	Fiscal Year 2017 %	Fiscal Year 2018 #	Fiscal Year 2018 %		Year	2020 Thru 9-30 #	2020 Thru 6-30 %
Findings After Hearing: Disciplinary Action	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
Other	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Year	Fiscal Year 2015 %	Year	Fiscal Year 2016 %	Year	Fiscal Year 2017 %	Year	Fiscal Year 2018 %	Year	Year	Thru	2020 Thru 6-30 %
Findings After Hearing	0		0		0		0		0		0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation 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

#### **Comparative Data**

Findings of	Fiscal	Fiscal	2020	2020								
Discrimination	Year	Year	Thru	Thru								
Rendered by	2015	2015	2016	2016	2017	2017	2018	2018	2019	2019	9-30	6-30
Issue	#	<b>%</b>	#	<b>%</b>								
Findings After												
Hearing:	0		0		0		0		0		0	
Harassment												
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

Findings of Discrimination Rendered by Issue	Year	Fiscal Year 2015 %	Year	Fiscal Year 2016 %	Year	Fiscal Year 2017 %	Year	Fiscal Year 2018 %	Year	Fiscal Year 2019 %	2020 Thru 9-30 #	2020 Thru 6-30 %
Findings After Hearing	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

Findings of	Fiscal	Fiscal	2020	2020								
Discrimination	Year	Year	Thru	Thru								
Rendered by	2015	2015	2016	2016	2017	2017	2018	2018	2019	2019	9-30	6-30
Issue	#	<b>%</b>	#	<b>%</b>								
Findings After												
Hearing:	0		0		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

Findings of Discrimination Rendered by Issue	Fiscal Year 2015 #	Year	Fiscal Year 2016 #	Year	Fiscal Year 2017 #	Year		Fiscal Year 2018 %	Fiscal Year 2019 #	Year	2020 Thru 9-30 #	2020 Thru 6-30 %
Findings After Hearing	0		0		0		0		0		0	
Reasonable Accommodation	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
Retirement	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Year	Fiscal Year 2015 %	Year	Fiscal Year 2016 %	Fiscal Year 2017 #	Fiscal Year 2017 %	Year	Fiscal Year 2018 %		Fiscal Year 2019 %	2020 Thru 9-30 #	2020 Thru 6-30 %
Findings Without Hearing	0		1		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	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Fiscal Year 2015 #	Fiscal Year 2015 %	Year	Fiscal Year 2016 %		Fiscal Year 2017 %		Fiscal Year 2018 %	Fiscal Year 2019 #	Fiscal Year 2019 %	2020 Thru 9-30 #	2020 Thru 6-30 %
Findings Without Hearing: Disciplinary Action	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
Other	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Year	Fiscal Year 2015 %	Year	Fiscal Year 2016 %		Fiscal Year 2017 %	Year	Fiscal Year 2018 %	Year	Year	Thru	2020 Thru 6-30 %
Findings Without Hearing	0		0		0		0		0		0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation 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

## **Comparative Data**

Findings of Discrimination		Fiscal Year	2020 Thru	2020 Thru								
Rendered by	2015	2015	2016	2016	2017	2017	2018	2018	2019	2019	9-30	6-30
Issue	#	<b>%</b>	#	<b>%</b>	#	%	#	<b>%</b>	#	%	#	%
Findings Without												
Hearing:	0		0		0		0		0		0	
Harassment												
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

Findings of Discrimination Rendered by Issue	Fiscal Year 2015 #	Fiscal Year 2015 %	Fiscal Year 2016 #	Fiscal Year 2016 %	Fiscal Year 2017 #	Fiscal Year 2017 %	Year	Fiscal Year 2018 %	Year	Fiscal Year 2019 %	2020 Thru 9-30 #	2020 Thru 6-30 %
Findings Without Hearing	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

Findings of	Fiscal	Fiscal	2020	2020								
Discrimination	Year	Year	Thru	Thru								
Rendered by	2015	2015	2016	2016	2017	2017	2018	2018	2019	2019	9-30	6-30
Issue	#	<b>%</b>	#	%								
<b>Findings Without</b>												
Hearing:	0		0		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

	1	1			1		ı	ı	ı	1							
Findings of Discrimination Rendered by Issue	Fiscal Year 2015 #	Year	Fiscal Year 2016#	Year	Fiscal Year 2017 #	Year	Fiscal Year 2018 #	Year	Fiscal Year 2019 #	Year	2020 Thru 9-30 #	2020 Thru 6-30 %					
Findings Without Hearing	0		1		0		0		0		0						
Reasonable Accommodation	0	0	1	100	0	0	0	0	0	0	0	0					
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	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0					

Pending Complaints Filed in Previous Fiscal Years by Status	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Total complaints from previous Fiscal Years	3	13	13	10	18	19
Total Complainants	3	13	13	10	18	19

## **Comparative Data**

Pending Complaints Filed in Previous Fiscal Years by Status: Number Complaints Pending	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Investigation	0	0	0	0	1	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	3	11	13	8	14	16
Final Agency Action	0	2	0	1	3	2
Appeal with EEOC Office of Federal Operations	0	0	0	1	1	0

Complaint Investigations	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 20167	Fiscal Year 2018		2020 Thru 9-30
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	1	1	1