

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

OCFO (Includes Sub-Level Offices)

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

Notes:

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Number of Complaints Filed	29	48	35	42	35	27
Number of Complainants	27	42	34	41	32	25
Repeat Filers	2	6	1	1	3	2

Part 2 Complaints by Basis						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Race	17	32	20	34	24	10
Color	7	13	12	23	19	4
Religion	1	1	4	0	0	0
Reprisal	15	27	18	24	17	14
Sex	16	20	15	13	11	7
PDA	0	0	0	0	0	0
National Origin	5	6	3	5	1	3
Equal Pay Act	0	0	0	1	0	0
Age	9	17	13	7	13	20
Disability	11	13	14	14	13	7
Genetics	0	0	0	0	0	0
Non-EEO	5	3	4	4	3	1

Part 3 Complaints By Issue

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Appointment/Hire	1	4	3	0	1	1
Assignment of Duties*	8	10	12	12	4	9
Awards	0	3	4	10	1	0
Conversion to Full Time/Perm Status*	0	0	2	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	1
Disciplinary Action: Reprimand**	0	1	4	2	3	1
Disciplinary Action: Suspension	0	0	1	1	1	0
Disciplinary Action: Removal	0	0	0	0	1	1
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	5	2	1	3	3	0
Perf. Eval./ Appraisal	5	9	7	9	11	11
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	19	28	24	26	20	10
Harassment: Sexual	1	3	0	2	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	6	3	3	1	2	3
Promotion/Non-Selection	11	16	13	3	6	7
Reassignment: Denied/Directed	2	0	1	2	0	0
Reassignment: Directed	2	1	3	2	0	2
Reasonable Accommodation Disability	5	5	7	6	2	5
Reinstatement*	0	0	0	0	1	0
Religious Accommodation	0	0	1	0	0	0
Retirement*	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	2	3	3	0
Termination	3	1	1	1	0	0
Terms/Conditions of Employment*	10	3	6	2	6	2
Time and Attendance	7	5	8	6	2	2
Training	6	8	2	4	2	1
Other Terms/Conditions of Employment*	0	0	0	0	0	0

Part 4 Processing Time (Complaints Pending During FY)

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Average days in Investigation for all cases pending during FY	0.0	205.7	160.53	152.16	176.29	188.2
Average days in Final Action for all cases pending during FY	0.0	152.3	99.18	42.92	39.58	46.38
Average days in Investigation with Hearing	175.5	217.2	161.89	148.33	160.33	178.82
Average days in Final Action with Hearing	70.71	333.25	103.95	48.75	38.05	45.92
Average Days in Investigation without Hearing	156.83	178.44	159.3	155.79	223.2	195.57
Average Days in Final Action without Hearing	85.71	31.67	93.89	40.0	45.4	46.83

Part 5 Complaints Dismissed or Withdrawn

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Total Complaints Dismissed by Agency	3	5	3	4	7	3
Average Days Pending Prior to Dismissal	71	79	33	6	17	27
Total Complaints Withdrawn by Complainants	2	1	5	1	0	6

Part 6 Total Final Agency Actions Finding Discrimination

[illegible]

Part 7 Finding of Discrimination by Basis

	FY 2015 Count	FY 2015 %	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count (thru 09- 30)	FY 2020 % (thru 09- 30)
Total Number Findings	0		2		0		0		0		0	
Race	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2015 Count	FY 2015 %	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count (thru 09- 30)	FY 2020 % (thru 09- 30)
Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2015 Count	FY 2015 %	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count (thru 09- 30)	FY 2020 % (thru 09- 30)
Finding Without Hearing	0		2		0		0		0		0	
Race	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 8 Finding of Discrimination by Issue

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Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Total complaints from previous Fiscal Years	7	15	6	5	8	8
Total Complainants	7	15	6	5	8	8
Complaints Pending Investigation	0	1	1	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	1	0
Complaints Pending in Hearing	6	7	4	4	6	7
Complaints Pending Final Agency Action	1	5	0	1	0	1
Complaints Pending Appeal with EEOC Office of Federal Operations	1	2	7	8	8	12

Part 10 Complaint Investigations						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	1	0	1	0