

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

OCFO (Includes Sub-Level Offices)

For 1st Quarter 2021 for period ending December 31, 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 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Number of Complaints Filed	48	35	42	35	27	5
Number of Complainants	42	34	41	32	25	4
Repeat Filers	6	1	1	3	2	1

Part 2 Complaints by Basis						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Race	32	20	34	24	10	1
Color	13	12	23	19	4	0
Religion	1	4	0	0	0	0
Reprisal	27	18	24	17	14	4
Sex	20	15	13	11	7	0
PDA	0	0	0	0	0	0
National Origin	6	3	5	1	3	0
Equal Pay Act	0	0	1	0	0	0
Age	17	13	7	13	20	4
Disability	13	14	14	13	7	0
Genetics	0	0	0	0	0	0
Non-EEO	3	4	4	3	1	0

Part 3 Complaints By Issue

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Appointment/Hire	4	3	0	1	1	0
Assignment of Duties*	10	12	12	4	9	0
Awards	3	4	10	1	0	1
Conversion to Full Time/Perm Status*	0	2	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	1	0
Disciplinary Action: Reprimand**	1	4	2	3	1	0
Disciplinary Action: Suspension	0	1	1	1	0	0
Disciplinary Action: Removal	0	0	0	1	1	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	2	1	3	3	0	0
Perf. Eval./ Appraisal	9	7	9	11	11	2
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	28	24	26	20	10	1
Harassment: Sexual	3	0	2	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	3	1	2	3	0
Promotion/Non-Selection	16	13	3	6	7	3
Reassignment: Denied/Directed	0	1	2	0	0	0
Reassignment: Directed	1	3	2	0	2	0
Reasonable Accommodation Disability	5	7	6	2	5	0
Reinstatement*	0	0	0	1	0	0
Religious Accommodation	0	1	0	0	0	0
Retirement*	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	2	3	3	0	0
Termination	1	1	1	0	0	0
Terms/Conditions of Employment*	3	6	2	6	2	0
Time and Attendance	5	8	6	2	2	0
Training	8	2	4	2	1	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Average days in Investigation for all cases pending during FY	205.7	160.53	152.16	176.29	188.2	142.33
Average days in Final Action for all cases pending during FY	152.3	99.18	42.92	39.58	46.38	36.80
Average days in Investigation with Hearing	217.2	161.89	148.33	160.33	178.82	137.00
Average days in Final Action with Hearing	333.25	103.95	48.75	38.05	45.92	40.00
Average Days in Investigation without Hearing	178.44	159.3	155.79	223.2	195.57	153.00
Average Days in Final Action without Hearing	31.67	93.89	40.0	45.4	46.83	32.00

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Total Complaints Dismissed by Agency	5	3	4	7	3	0
Average Days Pending Prior to Dismissal	79	33	6	17	27	0.00
Total Complaints Withdrawn by Complainants	1	5	1	0	6	1

[illegible]

Part 7 Finding of Discrimination by Basis

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 12-31)	FY 2021 % (thru 12-31)
Total Number Findings	2		0		0		0		0		0	
Race	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	50.00	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	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	50.00	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	1	50.00	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 (with Hearing)

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 12- 31)	FY 2021 % (thru 12- 31)
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 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 12- 31)	FY 2021 % (thru 12- 31)
Finding Without Hearing	2		0		0		0		0		0	
Race	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	50.00	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	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	50.00	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	1	50.00	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 8 Finding of Discrimination by Issue

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Total complaints from previous Fiscal Years	15	6	5	8	8	14
Total Complainants	15	6	5	8	8	13
Complaints Pending Investigation	1	1	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	1	0	0
Complaints Pending in Hearing	7	4	4	6	7	10
Complaints Pending Final Agency Action	5	0	1	0	1	2
Complaints Pending Appeal with EEOC Office of Federal Operations	2	7	8	8	12	6

Part 10 Complaint Investigations						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	3	1	0	1	0	0