# 2019 3rd Qtr No Fear Tables

Table 1 - 29 CFR §1614.704(a) - (c) / 29 CFR §1614.705 Comparative Data

| **Complaint Activity** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Number of Complaints Filed 16.14.704(a) | 31 | 45 | 65 | 53 | 57 | 62 |
| Number of Complaints 1614.704(b) | 30 | 43 | 65 | 53 | 57 | 62 |
| Repeat Filers 1614.704(c) | 1 | 2 | 0 | 0 | 0 | 0 |

Table 1a - 29 CFR §1614.704(d) / 29 CFR §1614.705 Comparative Data

| **Complaints by Basis** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Race | 11 | 21 | 22 | 24 | 26 | 25 |
| Color | 1 | 5 | 3 | 6 | 8 | 3 |
| Religion | 1 | 1 | 2 | 6 | 5 | 3 |
| Reprisal | 17 | 29 | 35 | 31 | 29 | 41 |
| Sex | 10 | 19 | 25 | 12 | 21 | 24 |
| PDA | 0 | 1 | 1 | 0 | 0 | 1 |
| National Origin | 3 | 5 | 5 | 10 | 6 | 6 |
| Equal Pay Act | 0 | 2 | 1 | 0 | 0 | 0 |
| Age | 9 | 15 | 16 | 17 | 19 | 21 |
| Disability | 16 | 16 | 22 | 17 | 19 | 19 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 2 | 4 | 3 | 3 | 5 |

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

Table 1b - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

| **Complaints by Issue** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Appointment/Hire | 1 | 2 | 1 | 4 | 3 | 1 |
| Assignment of Duties | 6 | 5 | 14 | 12 | 10 | 14 |
| Awards | 1 | 1 | 0 | 1 | 2 | 2 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |

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

Table 1c - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

| **Complaints by Disciplinary Action** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Demotion | 0 | 0 | 0 | 0 | 1 | 0 |
| Reprimand | 2 | 7 | 2 | 9 | 9 | 8 |
| Suspension | 0 | 2 | 3 | 2 | 0 | 6 |
| Removal | 0 | 2 | 1 | 2 | 0 | 0 |
| Other | 1 | 5 | 4 | 0 | 0 | 0 |
| Duty Hours | 1 | 0 | 2 | 1 | 1 | 1 |
| Perf. Eval./Appraisal | 8 | 12 | 21 | 19 | 24 | 28 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |

Table 1d - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

| **Complaints by Harassment** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Non-Sexual | 8 | 20 | 38 | 27 | 27 | 38 |
| Sexual | 1 | 1 | 3 | 2 | 1 | 4 |
| Medical Examination | 0 | 0 | 0 | 1 | 0 | 1 |

| **Complaints by Harassment** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Pay Including Overtime | 1 | 2 | 2 | 3 | 2 | 1 |
| Promotion/Non-Selection | 4 | 4 | 14 | 16 | 11 | 15 |

Table 1d - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

| **Complaint by Reassignment** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Denied | 1 | 2 | 2 | 3 | 2 | 2 |
| Directed | 1 | 2 | 1 | 6 | 1 | 5 |
| Reasonable Accommodation Disability | 7 | 5 | 9 | 7 | 8 | 6 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 1 | 0 | 1 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 2 | 2 | 6 | 5 | 0 | 0 |
| Termination | 2 | 1 | 5 | 4 | 3 | 7 |
| Terms/Conditions of Employment | 2 | 2 | 6 | 11 | 11 | 16 |
| Time and Attendance | 5 | 4 | 9 | 2 | 6 | 9 |
| Training | 2 | 1 | 1 | 4 | 7 | 3 |

Table 1e- 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

| **Complaint by Other** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| User Defined – Other 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined – Other 2 | 0 | 0 | 0 | 0 | 0 | 0 |

| **Complaint by Other** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| User Defined – Other 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined – Other 4 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 2 - 29 CFR §1614.704(F)

| **Processing Time (Complaints Pending During Fiscal Year)** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Average number of days in investigation | 179.53 | 221.32 | 199.06 | 248.81 | 258.32 | 252.97 |
| Average number of days in final action | 211.11 | 116.32 | 433.32 | 130.96 | 143.44 | 86.35 |

Table 2a - 29 CFR – §1614.704(F)

| **Processing Time (Complaint pending during fiscal year where hearing was requested)** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Average number of days in investigation | 170.95 | 239.22 | 205.38 | 284.11 | 248.41 | 261.36 |
| Average number of days in final action | 29.00 | 23.60 | 73.22 | 38.17 | 93.70 | 69.00 |

Table 2b - 29 CFR – §1614.704(F)

| **Processing Time (Complaint pending during fiscal year where hearing was not requested)** | 2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Average number of days in investigation | 165.12 | 196.32 | 186.42 | 190.75 | 271.91 | 238.77 |
| Average number of days in final action | 461.50 | 148.77 | 748.33 | 155.31 | 223.71 | 203.50 |

Table 3 - 29 CFR §1614(g) / 29 CFR §1614.705 Comparative Data

| **Complaints Dismissed by Agency pursuant to 1614.107(a)** | FY2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Total complaints dismissed by Agency | 2 | 2 | 3 | 6 | 6 | 3 |
| Average days pending prior to dismissal | 79 | 89 | 60 | 168 | 132 | 72 |

Table 3a - 29 CFR §1614(g) / 29 CFR §1614.705 Comparative Data

| **Complaints Withdrawn by Complainants** | FY2019 Thru 06-30 | FY2018 | FY2017 | FY2016 | FY2015 | FY2014 |
|---|---|---|---|---|---|---|
| Total Complaints Withdrawn by Complainants | 10 | 6 | 8 | 8 | 6 | 13 |

Table 4 - 29 CFR §1614.704(h) 29 CFR §1617.705

| **Total Final Agency Actions Finding Discrimination** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Total Number of Findings** | 0 | | 0 | | 1 | | 2 | | 2 | | 0 | |
| Without Hearing | 0 | 0 | 0 | 0 | 1 | 100 | 2 | 100 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 100 | 0 | 0 |

Table 5 - 29 CFR §1617.704(i) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Basis** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Total Number of Findings** | 0 | | 0 | | 1 | | 0 | | 2 | | 0 | |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| **Findings of Discrimination Rendered by Basis** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | 2 | 100 | 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 | 0 | 0 | 1 | 100 | 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 |

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

Table 5a - 29 CFR §1614.704(i) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Basis** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Findings After Hearing** | 0 | | 0 | | 0 | | 0 | | 2 | | 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 | 2 | 100 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| **Findings of Discrimination Rendered by Basis** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | 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 |

Table 5b - 29 CFR §1614.704(i) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Basis** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Findings Without Hearing** | 0 | | 0 | | 1 | | 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 |

| **Findings of Discrimination Rendered by Basis** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 1 | 100 | 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 |

Table 6 - 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Issue** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Total Number Findings** | 0 | | 0 | | 1 | | 0 | | 2 | | 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 | 2 | 100 | 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 |

Table 6a – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Disciplinary Action** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| **Findings of Discrimination Rendered by Disciplinary Action** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 100 | 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 |
| 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 | 1 | 50 | 0 | 0 |
| Examination Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 6b – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Harassment** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 100 | 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 | 1 | 50 | 0 | 0 |
| Promotion / Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 6c – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Reassignment** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | 1 | 100 | 0 | 0 | 1 | 50 | 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 Defined | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 6d – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Issue** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Findings After Hearing** | 0 | | 0 | | 0 | | 0 | | 2 | | 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 | 2 | 100 | 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 |

Table 6e – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Disciplinary Action** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 100 | 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 |
| 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 | 1 | 50 | 0 | 0 |
| Examination / Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 6f - 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Harassment** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 100 | 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 | 1 | 50 | 0 | 0 |
| Promotion / Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 6g – CFR 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Reassignment** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 # | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | 1 | 50 | 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 |

| **Findings of Discrimination Rendered by Reassignment** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 # | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |

Table 6h – 29 CFR §1614. 704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Issue** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Findings Without Hearing** | 0 | | 0 | | 1 | | 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 |

Table 6i – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Disciplinary Action** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| 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 |

Table 6j – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Harassment** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |

Table 6k – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Findings of Discrimination Rendered by Reassignment** | FY2019 Thru 06-30 # | FY2019 Thru 06-30 % | FY 2018 # | FY 2018 % | FY 2017 # | FY 2017 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | 1 | 100 | 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 Defined | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 7 – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Pending Complaints Filed in previous Fiscal Years by Status** | 2019 Thru 06-30 | 2018 | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|---|---|
| Total complaints from previous Fiscal Years | 64 | 67 | 55 | 60 | 61 | 43 |

| **Pending Complaints Filed in previous Fiscal Years by Status** | 2019 Thru 06-30 | 2018 | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|---|---|
| Total Complaints | 58 | 65 | 54 | 59 | 59 | 40 |

Table 7a – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Number of Complaints Pending** | 2019 Thru 06-30 | 2018 | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|---|---|
| Investigation | 3 | 1 | 1 | 1 | 4 | 2 |
| ROI Issued, Pending Complainant's Action | 0 | 1 | 0 | 0 | 2 | 1 |
| Hearing | 59 | 61 | 48 | 49 | 40 | 29 |
| Final Agency Action | 3 | 4 | 6 | 11 | 6 | 8 |
| Appeal with EEOC Office of Federal Operations | 26 | 36 | 27 | 25 | 16 | 7 |

Table 7b – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| **Complaint Investigations** | 2019 Thru 06-30 | 2018 | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|---|---|
| Pending Complaints Where Investigations Exceed Required Time Frames | 3 | 2 | 5 | 2 | 6 | 4 |