

## 2019 4th Qtr No Fear Tables

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

<b>Complaint Activity</b>	2019 Thru 09-30	FY2018	FY2017	FY2016	FY2015	FY2014
Number of Complaints Filed 16.14.704(a)	37	45	65	53	57	62
Number of Complaints 1614.704(b)	36	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

<b>Complaints by Basis</b>	2019 Thru 09-30	FY2018	FY2017	FY2016	FY2015	FY2014
Race	12	21	22	24	26	25
Color	2	5	3	6	8	3
Religion	2	1	2	6	5	3
Reprisal	21	29	35	31	29	41
Sex	12	19	25	12	21	24
PDA	0	1	1	0	0	1
National Origin	4	5	5	10	6	6
Equal Pay Act	0	2	1	0	0	0
Age	11	15	16	17	19	21
Disability	19	16	22	17	19	19
Genetics	0	0	0	0	0	0
Non-EEO	1	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

<b>Complaints by Issue</b>	2019 Thru 09-30	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

<b>Complaints by Disciplinary Action</b>	2019 Thru 09-30	FY2018	FY2017	FY2016	FY2015	FY2014
Demotion	0	0	0	0	1	0
Reprimand	2	7	2	9	9	8
Suspension	1	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

<b>Complaints by Harassment</b>	2019 Thru 09-30	FY2018	FY2017	FY2016	FY2015	FY2014
Non-Sexual	10	20	38	27	27	38
Sexual	1	1	3	2	1	4
Medical Examination	0	0	0	1	0	1

<b>Complaints by Harassment</b>	2019 Thru 09-30	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

<b>Complaint by Reassignment</b>	2019 Thru 09-30	FY2018	FY2017	FY2016	FY2015	FY2014
Denied	1	2	2	3	2	2
Directed	1	2	1	6	1	5
Reasonable Accommodation Disability	8	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	3	2	6	5	0	0
Termination	3	1	5	4	3	7
Terms/Conditions of Employment	3	2	6	11	11	16
Time and Attendance	6	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

<b>Complaint by Other</b>	2019 Thru 09-30	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

<b>Complaint by Other</b>	2019 Thru 09-30	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)

<b>Processing Time (Complaints Pending During Fiscal Year)</b>	2019 Thru 09-30	FY2018	FY2017	FY2016	FY2015	FY2014
Average number of days in investigation	213.40	221.32	199.06	248.81	258.32	252.97
Average number of days in final action	164.93	116.32	433.32	130.96	143.44	86.35

Table 2a - 29 CFR – §1614.704(F)

<b>Processing Time (Complaint pending during fiscal year where hearing was requested)</b>	2019 Thru 09-30	FY2018	FY2017	FY2016	FY2015	FY2014
Average number of days in investigation	193.26	239.22	205.38	284.11	248.41	261.36
Average number of days in final action	30.18	23.60	73.22	38.17	93.70	69.00

Table 2b - 29 CFR – §1614.704(F)

<b>Processing Time (Complaint pending during fiscal year where hearing was not requested)</b>	2019 Thru 09-30	FY2018	FY2017	FY2016	FY2015	FY2014
Average number of days in investigation	240.85	196.32	186.42	190.75	271.91	238.77
Average number of days in final action	373.18	148.77	748.33	155.31	223.71	203.50























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

<b>Findings of Discrimination Rendered by Reassignment</b>	<b>FY2019 Thru 09-30 #</b>	<b>FY2019 Thru 09-30 %</b>	<b>FY 2018 #</b>	<b>FY 2018 %</b>	<b>FY 2017 #</b>	<b>FY 2017 %</b>	<b>FY 2016 #</b>	<b>FY 2016 %</b>	<b>FY 2015 #</b>	<b>FY 2015 %</b>	<b>FY 2014 #</b>	<b>FY 2014 %</b>
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

<b>Pending Complaints Filed in previous Fiscal Years by Status</b>	<b>2019 Thru 09-30</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
Total complaints from previous Fiscal Years	54	67	55	60	61	43

<b>Pending Complaints Filed in previous Fiscal Years by Status</b>	2019 Thru 09-30	2018	2017	2016	2015	2014
Total Complaints	50	65	54	59	59	40

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

<b>Number of Complaints Pending</b>	2019 Thru 09-30	2018	2017	2016	2015	2014
Investigation	1	1	1	1	4	2
ROI Issued, Pending Complainant's Action	0	1	0	0	2	1
Hearing	51	61	48	49	40	29
Final Agency Action	3	4	6	11	6	8
Appeal with EEOC Office of Federal Operations	23	36	27	25	16	7

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

<b>Complaint Investigations</b>	2019 Thru 09-30	2018	2017	2016	2015	2014
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	5	2	6	4