

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

## HRSA (and below)

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	12	12	6	6	20	2
Number of Complainants	12	12	6	7	20	2
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Race	6	2	3	4	11	0
Color	1	2	0	1	3	0
Religion	1	0	0	0	1	0
Reprisal	5	3	2	3	8	1
Sex	5	4	1	1	7	0
PDA	0	0	0	0	0	0
National Origin	4	1	1	2	3	0
Equal Pay Act	0	0	0	0	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Age	9	4	3	2	8	1
Disability	3	5	5	2	10	1
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	0	2	0	0	1	0
Assignment of Duties	2	2	0	2	4	2
Awards	0	1	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0

Complaints by Issue: Disciplinary Action	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Demotion	0	0	0	0	0	0
Reprimand	1	1	1	1	1	2

Complaints by Issue: Disciplinary Action	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Suspension	0	0	1	1	0	0
Removal	1	0	1	0	1	0
Other	0	2	1	1	2	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Duty Hours	1	0	0	1	1	0
Evaluation Appraisal	5	2	1	0	3	0
Examination/Test	0	0	0	0	0	0

Complaints by Issue: Harassment	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Non-Sexual	8	9	3	2	11	1
Sexual	0	2	0	0	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	2	0	2	0	3	1

Complaints by Issue: Reassignment	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Denied	1	0	1	0	1	0
Directed	1	0	0	0	1	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Reasonable Accommodation	0	0	2	1	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	3	1	1	3	0
Terms/Conditions of Employment	0	0	0	0	1	0
Time and Attendance	1	1	0	2	5	0
Training	0	1	0	0	1	1
Other	0	0	0	0	0	0

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 12-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Complaints pending during fiscal year						
Average number of days in investigation	133.27	121.58	123.70	107.00	191.00	207.25
Average number of days in final action	69.50	54.00	108.00	63.00	349.00	0

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 12-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	128.67	118.56	127.86	175.00	186.25	268.00
Average number of days in final action	35.50	0	0	0	349.00	0

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 12-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	140.17	130.67	114.00	39.00	210.00	146.50
Average number of days in final action	103.50	54.00	108.00	63.00	0	0































<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 12-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Total complaints from previous Fiscal Years	1	2	4	4	2	19
Total Complainants	1	2	4	4	2	19

<b>Pending Complaints Filed in Previous Fiscal Years by Status: Number Complaints Pending</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 12-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Investigation	0	0	0	0	0	7
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	1	2	4	3	2	11
Final Agency Action	0	0	0	1	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 12-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	2