

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

HRSA (and below)

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

2020 Comparative Data

Complaint Activity	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Number of Complaints Filed	21	15	14	16	10	7
Number of Complainants	21	15	14	16	10	7
Repeat Filers	0	0	0	0	0	0

Comparative Data

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Race	12	3	6	5	5	4
Color	3	0	3	1	1	0
Religion	1	0	0	2	0	0
Reprisal	8	9	5	9	5	6
Sex	7	2	5	6	2	2
PDA	0	0	1	0	0	0
National Origin	3	2	0	3	0	2

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Reprimand	1	4	1	1	0	0
Suspension	0	1	1	2	0	0
Removal	1	1	0	0	2	1
Other	2	0	0	0	0	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Duty Hours	1	0	0	0	0	0
Evaluation Appraisal	4	3	1	3	1	2
Examination/Test	0	0	0	0	0	0

Comparative Data

Complaints by Issue: Harassment <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Non-Sexual	12	7	7	9	8	3
Sexual	1	0	0	1	0	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	3	1	1	2	0	0

Comparative Data

Complaints by Issue: Reassignment <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Denied	1	1	0	0	0	0
Directed	1	1	0	0	0	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Reasonable Accommodation	2	4	5	2	1	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	3	1	2	0	0	0
Terms/Conditions of Employment	1	0	2	0	1	0
Time and Attendance	5	2	0	1	0	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Training	1	1	0	0	0	0
Telework	0	0	2	0	0	0

Comparative Data

Processing Time Complaints pending during fiscal year	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Average number of days in investigation	205.36	205.74	195.82	287.50	273.91	284.10
Average number of days in final action	348.00	127.00	99.67	0	107.33	138.00

Comparative Data

Processing Time Complaints pending during fiscal year where hearing was requested	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Average number of days in investigation	204.33	230.36	203.83	300.50	245.50	303.00
Average number of days in final action	348.00	0	94.00	0	23.000	12

Comparative Data

Pending Complaints Filed in Previous Fiscal Years by Status	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Total complaints from previous Fiscal Years	3	13	13	10	18	19
Total Complainants	3	13	13	10	18	19

Comparative Data

Pending Complaints Filed in Previous Fiscal Years by Status: Number Complaints Pending	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Investigation	0	0	0	0	1	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	3	11	13	8	14	16
Final Agency Action	0	2	0	1	3	2
Appeal with EEOC Office of Federal Operations	0	0	0	1	1	0

Comparative Data

Complaint Investigations	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	2020 Thru 9-30
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	1	1	1