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

APHIS (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

| | | | Con | parati | ve Data | a | | | | | |
|---|-------------------------|--------|----------|--------|---------|-------------|--|--|--|--|--|
| Complaint Activity | Pro | evious | Fiscal Y | Year D | ata | 2019Thru03- | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 31 | | | | | |
| Number of Complaints Filed | 41 | 65 | 41 | 60 | 40 | 19 | | | | | |
| Number of Complainants | 41 | 61 | 40 | 53 | 39 | 19 | | | | | |
| Repeat Filers | 0 | 4 | 1 | 5 | 1 | 0 | | | | | |
| Compleints by Desis | Comparative Data | | | | | | | | | | |
| Complaints by Basis | Pro | evious | Fiscal Y | Year D | ata | 2019Thru03- | | | | | |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2014 | 2015 | 2016 | 2017 | 2018 | 31 | | | | | |
| Race | 15 | 24 | 21 | 17 | 14 | 6 | | | | | |
| Color | 5 | 9 | 5 | 6 | 4 | 0 | | | | | |
| Religion | 1 | 3 | 2 | 2 | 4 | 0 | | | | | |

| | Comparative Data | | | | | | | | | | | |
|---------------------------|------------------|------|-------------|------|------|----|--|--|--|--|--|--|
| Complaint Activity | Pr | ata | 2019Thru03- | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 31 | | | | | | |
| Reprisal | 28 | 38 | 19 | 31 | 24 | 12 | | | | | | |
| Sex | 16 | 27 | 22 | 18 | 19 | 5 | | | | | | |
| PDA | 0 | 1 | 0 | 1 | 0 | 0 | | | | | | |
| National Origin | 7 | 11 | 5 | 9 | 3 | 2 | | | | | | |
| Equal Pay Act | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| Age | 15 | 25 | 15 | 21 | 12 | 7 | | | | | | |
| Disability | 16 | 18 | 9 | 18 | 20 | 9 | | | | | | |
| Genetics | 0 | 0 | 0 | 0 | 0 | 1 | | | | | | |
| Non-EEO | 4 | 9 | 1 | 4 | 2 | 0 | | | | | | |

| | Comparative Data | | | | | | | | | | |
|---|------------------|--------|----------|--------|------|-------------|--|--|--|--|--|
| Complaints by Issue | Pro | evious | Fiscal Y | Year D | ata | 2019Thru03- | | | | | |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2014 | 2015 | 2016 | 2017 | 2018 | 31 | | | | | |
| Appointment/Hire | 3 | 3 | 0 | 1 | 0 | 2 | | | | | |
| Assignment of Duties | 13 | 16 | 4 | 7 | 6 | 3 | | | | | |
| Awards | 0 | 1 | 0 | 0 | 0 | 1 | | | | | |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| Disciplinary Action | | | | | | | | | | | |
| Demotion | 0 | 0 | 0 | 2 | 1 | 0 | | | | | |
| Reprimand | 3 | 3 | 0 | 6 | 2 | 2 | | | | | |
| Suspension | 2 | 2 | 0 | 0 | 0 | 1 | | | | | |
| Removal | 0 | 0 | 0 | 0 | 0 | 1 | | | | | |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| Duty Hours | 0 | 2 | 3 | 2 | 1 | 0 | | | | | |
| Perf. Eval./ Appraisal | 6 | 8 | 6 | 11 | 11 | 7 | | | | | |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| Harassment | | | | | | 1 | | | | | |
| Non-Sexual | 29 | 38 | 17 | 41 | 27 | 12 | | | | | |

| | Comparative Data | | | | | | | | | | |
|---|------------------|--------|----------|--------|------|-------------|--|--|--|--|--|
| Complaints by Issue | Pro | evious | Fiscal Y | Year D | ata | 2019Thru03- | | | | | |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2014 | 2015 | 2016 | 2017 | 2018 | 31 | | | | | |
| Sexual | 1 | 0 | 2 | 1 | 1 | 0 | | | | | |
| Medical Examination | 1 | 1 | 0 | 0 | 0 | 0 | | | | | |
| Pay including overtime | 2 | 6 | 2 | 2 | 1 | 0 | | | | | |
| Promotion/Non-Selection | 6 | 26 | 14 | 10 | 8 | 4 | | | | | |
| Reassignment | | | | | | • | | | | | |
| Denied | 1 | 1 | 1 | 0 | 0 | 1 | | | | | |
| Directed | 4 | 3 | 0 | 1 | 1 | 2 | | | | | |
| Reasonable Accommodation Disability | 6 | 11 | 6 | 10 | 9 | 4 | | | | | |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| Retirement | 0 | 0 | 0 | 0 | 1 | 0 | | | | | |
| Sex-Stereotyping | 0 | 0 | 0 | 1 | 1 | 0 | | | | | |
| Telework | 0 | 0 | 1 | 0 | 2 | 2 | | | | | |
| Termination | 2 | 8 | 3 | 4 | 1 | 3 | | | | | |
| Terms/Conditions of Employment | 19 | 28 | 14 | 29 | 12 | 8 | | | | | |

| Converbainte has Issues | | | | | Con | nparati | ve Data | a | | | |
|---|---------------|----------|----------|--------|--------|---------|---------|--------------|--|--|--|
| Complaints by Issue | | | Pro | evious | Fiscal | Year D | ata | 2019Thru03- | | | |
| Note: Complaints can be filed alleging multiple be bases may not equal total complaints filed. | uses. The sur | n of the | 2014 | 2015 | 2016 | 2017 | 21 | | | | |
| Time and Attendance | | | | | 2 | 6 | 7 | 1 | | | |
| Training | | | 7 | 8 | 2 | 3 | 2 | 0 | | | |
| Other | | | | | | | | | | | |
| User Defined - Other 1 | | | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| User Defined - Other 2 | | | 0 | 0 | 0 | 0 0 0 | | | | | |
| User Defined - Other 3 | | | 0 | 0 | 0 | 0 | 0 0 0 | | | | |
| User Defined - Other 4 | | | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| | | | | Compa | rative | Data | | · | | | |
| Processing Time | | Previou | ıs Fisca | l Year | Data | | | 01071 02 21 | | | |
| | 2014 | 2015 | 201 | 6 | 2017 | 2018 | | 019Thru03-31 | | | |
| Complaints pending during fiscal year | | - | | | | | | | | | |
| Average number of days in investigation | 189.23 | 192.62 | 216.2 | 23 1 | 65.26 | 169.9 | 0 | 169.36 | | | |
| Average number of days in final action | 140.42 | 96.45 | 67.7 | 1 4 | 45.19 | 50.1 | 3 | 47.83 | | | |
| Complaint pending during fiscal year where hearin | g was reque | sted | | | | | | | | | |
| Average number of days in investigation | 191.21 | 210.27 | 222. | 17 1 | 72.90 | 168.6 | 52 | 152.29 | | | |

| | Comparative Data | | | | | | | | | | | | |
|--|------------------|---------|------------|----------|--------|---------------|--|--|--|--|--|--|--|
| Processing Time | | Previou | s Fiscal Y | ear Data | | 2010Th | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019Thru03-31 | | | | | | | |
| Average number of days in final action | 181.22 | 70.67 | 49.33 | 17.64 | 27.64 | 27.00 | | | | | | | |
| Complaint pending during fiscal year where hearing | was not rec | quested | | | | | | | | | | | |
| Average number of days in investigation | 184.91 | 171.06 | 209.10 | 149.47 | 170.83 | 199.25 | | | | | | | |
| Average number of days in final action | 103.22 | 127.40 | 86.08 | 64.12 | 62.50 | 52.00 | | | | | | | |

| | | | | | (| Com | para | ative | Dat | a | | | | | | | |
|--|-------------------------|-----|------|-------|------|------|------|-------|------|------|---------------|----------|--|--|--|--|--|
| Complaints Dismissed by Agency | | Pro | evio | us Fi | scal | Yea | r D | ata | | | 201071 | 02 21 | | | | | |
| | 201 | 4 2 | 2015 | ; 2 | 2016 | 5 2 | 2017 | 7 2 | 2018 | 3 | 2019Thru03-31 | | | | | | |
| Total Complaints Dismissed by Agency | 6 | | 8 | | 10 | | 8 | | 9 | | , | 3 | | | | | |
| Average days pending prior to dismissal | 74 | ŀ | 84 | | 102 | | 51 | | 19 | | 32 | | | | | | |
| Complaints Withd | thdrawn by Complainants | | | | | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 2 4 0 3 2 | | | | | | | | | | 1 | | | | | | |
| | | | | | | Com | ipar | ative | e Da | Data | | | | | | | |
| T-4-1 Final Action Finding Discussion disc | | F | rev | ious | Fisc | al Y | ear | Data | | | 20107 | L 02 21 | | | | | |
| Total Final Agency Actions Finding Discrimination | 2 | 014 | 20 |)15 | 20 |)16 | 20 |)17 | 20 |)18 | 20191 | hru03-31 | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | | | | | |
| Total Number Findings | 2 | | 0 | | 0 | | 0 | | 0 | | 0 | | | | | | |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| With Hearing | 2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |

| | | | | | 0 | Comj | par | ative | e Da | ita | | |
|--|------|----|------|------|------|-------|------|-------|------|-----|------|---------|
| Findings of Discrimination Rendered by Basis | | P | revi | ous | Fisc | cal Y | ear | · Dat | a | | 2019 | Thru03- |
| Note: Complaints can be filed alleging multiple bases. The sum | 2014 | | 20 | 2015 | | 016 | 2017 | | 2018 | | 31 | |
| of the bases may not equal total complaints and findings. | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 3 | | 0 | | 0 | | 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 | 2 | 67 | 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 | 2 | 67 | 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 | 1 | 33 | 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 |
| | 1 | · | | | | | | | 1 | | | ' |
| Findings After Hearing | 2 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| | | | | | (| Comp | para | ative | Da | ita | | |
|--|---|--------|------|------|------|-------|------|-------|----|-----|-------------|---|
| Findings of Discrimination Rendered by Basis | | Рі | revi | ous | Fisc | cal Y | ear | Dat | a | | 2019Thru03- | |
| Note: Complaints can be filed alleging multiple bases. The sum | 2 | 2014 2 | | 2015 | | 016 | 20 | 017 2 | | 018 | 31 | |
| of the bases may not equal total complaints and findings. | # | % | # | % | # | % | # | % | # | % | # | % |
| 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 | 2 | 100 | 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 | 2 | 100 | 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 |
| | · | | | | | | | | | | | |
| Findings Without Hearing | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | Comparative Data | | | | | | | | | | | | | |
|--|------------------|---|------|-----|--------|-------|-----|------|---|-----|------|-------------|--|--|
| Findings of Discrimination Rendered by Basis | | P | revi | ous | Fisc | cal Y | ear | Dat | a | | 2019 | 2019Thru03- | | |
| Note: Complaints can be filed alleging multiple bases. The sum | 2014 | | 2015 | | 5 2016 | | 20 | 2017 | | 018 | 31 | | | |
| of the bases may not equal total complaints and findings. | # | % | # | % | # | % | # | % | # | % | # | % | | |
| 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 | | |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Disability | 1 | 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 | | |

| | | | | | | Con | ıpar | ative | Da | ta | | |
|--|---|------|--------|-------|------|-------|-------|-------|----|-----|---------------|----------|
| | | | Prev | vious | Fisc | cal Y | ear l | Data | | | 2019Thru03-31 | |
| Findings of Discrimination Rendered by Issue | 2 | 2014 | 4 2015 | | 2 | 016 | 20 |)17 | 20 |)18 | 20191 | nru03-31 |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 3 | | 0 | | 0 | | 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 |
| Disciplinary Action | | | | - | | | - | - | - | - | - | |
| 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 |
| Harassment | | | | | | | | | | | | |

| | | | | | | Con | ıpar | ative | e Da | ta | | |
|--|---|------|------|------|------|--------|-------|-------|------|-----|-------|----------|
| | |] | Prev | ious | Fisc | cal Yo | ear] | Data | | | 20107 | hru03-31 |
| Findings of Discrimination Rendered by Issue | 2 | 2014 | 20 | 015 | 20 | 016 | 20 | 2017 | | 018 | 20191 | nru03-31 |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Non-Sexual | 3 | 100 | 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 | 1 | 33 | 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 |
| Reassignment | | | | | | | | | - | | | |
| 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 | 1 | 33 | 0 | 0 | 0 | 0 | 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 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Comparative Data | | | | | | | | | | | | |
|------------------|---|--|---|--|--|---|---|---|--|--|---|--|
| | | | | | | | | | | | | |
| 2 | 2014 | | 2015 | | 2016 | |)17 | 2018 | | 2019Thru03-31 | | |
| # | % | # | % | # | % | # | % | # | % | # | % | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | | | | | | - | - | | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | | | | | | | | | |
| 2 | | 0 | | 0 | | 0 | | 0 | | 0 | | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | # 0 | 2014 # % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | 2014 20 # % # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 1 0 0 0 1 0 0 0 1 0 0 0 1 0 0 0 1 0 0 0 0 0 0 0 1 0 0 0 1 0 0 0 1 0 0 0 1 0 0 0 | 2014 2015 # $%$ ## $%$ 0000000000000000000000000000000001200120010000000000000000000 | 2014 2015 20 # $%$ # $%$ # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 1 0 0 0 0 0 1 0 0 0 0 0 1 2 0 0 0 0 1 0 0 0 0 0 1 0 0 0 0 0 1 0 0 0 0 0 1 0 | Previous Fiscal Value 2014 2015 2016 $#$ $\%$ $#$ $\%$ $#$ $\%$ $#$ $\%$ $#$ $\%$ $#$ $\%$ 0 <th< td=""><td>Image: Previous Fiscal Year I 2014 2015 2016 20 # % # % # % # 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 1</td><td>Image: Previous Fiscal Year Data 2014 2015 2016 2017 # % # % # % # % # % # % # % # % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0<td>Previous Fiscal Year Data 2014 2015 2016 2017 20 # % # % # % # % # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <</td><td>Previous Fiscal Year Data 2014 2015 2016 2017 2018 # %</td><td>Image: Previous Fiscal Year Data 20191 2014 2015 2016 2017 2018 # % % # % <</td></td></th<> | Image: Previous Fiscal Year I 2014 2015 2016 20 # % # % # % # 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 1 | Image: Previous Fiscal Year Data 2014 2015 2016 2017 # % # % # % # % # % # % # % # % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <td>Previous Fiscal Year Data 2014 2015 2016 2017 20 # % # % # % # % # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <</td> <td>Previous Fiscal Year Data 2014 2015 2016 2017 2018 # %</td> <td>Image: Previous Fiscal Year Data 20191 2014 2015 2016 2017 2018 # % % # % <</td> | Previous Fiscal Year Data 2014 2015 2016 2017 20 # % # % # % # % # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 < | Previous Fiscal Year Data 2014 2015 2016 2017 2018 # % | Image: Previous Fiscal Year Data 20191 2014 2015 2016 2017 2018 # % % # % < | |

| | Comparative Data | | | | | | | | | | | | |
|--|------------------|-----|------|---|------|---|------|---|------|---|---------------|---|--|
| Findings of Discrimination Rendered by Issue | |] | | | | | | | | | | | |
| | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019Thru03-31 | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | |
| 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 | |
| Harassment | | | | | | | | | | | | | |
| Non-Sexual | 2 | 100 | 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 | |
| Reassignment | | | | | | | | | | | | , | |

| | Comparative Data | | | | | | | | | | | | |
|---|------------------|------|---------------|------|---|------|---|-----|------|---|----------------|---|--|
| Findings of Discovinging tion Dandowed by Issue | | - | 2019Thru03-31 | | | | | | | | | | |
| Findings of Discrimination Rendered by Issue | 2 | 2014 | | 2015 | | 2016 | | 017 | 2018 | | 20191111003-31 | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | |
| 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 | 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 Define | | | | | | | | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| User Defined - Other 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

| | Comparative Data | | | | | | | | | | | |
|--|------------------|------|------|---|------|---|------|---|------|---|---------------|---|
| Findings of Discrimination Dandausd by Issue | | | | | | | | | | | | |
| Findings of Discrimination Rendered by Issue | 2 | 2014 | 2015 | | 2016 | | 2017 | | 2018 | | 2019Thru03-31 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| User Defined - Other 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 1 | | 0 | | 0 | | 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 |
| Disciplinary Action | | | | | | | | | | | | 1 |
| 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 |

| | Comparative Data | | | | | | | | | | | | |
|--|---------------------------|-----|------|---|------|---|------|---|------|---|---------------|---|--|
| Findings of Discrimination Dandauad by Issue | Previous Fiscal Year Data | | | | | | | | | | | | |
| Findings of Discrimination Rendered by Issue | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019Thru03-31 | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | |
| 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 | |
| Harassment | | | | | | | | | | | | | |
| 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 | 1 | 100 | 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 | |
| Reassignment | | | | | | | | | | | | | |
| 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 | 1 | 100 | 0 | 0 | 0 | 0 | 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 | |

| | Comparative Data | | | | | | | | | | | | |
|--|-------------------------|-----|------|---|------|---|------|---|------|---|---------------|---|--|
| Findings of Discrimination Rendered by Issue | |] | | | | | | | | | | | |
| | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019Thru03-31 | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | |
| 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 | 1 | 100 | 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 Define | | | | | | | | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| User Defined - Other 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| User Defined - Other 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

| | Comparative Data | | | | | | | | | | | |
|---|------------------|---------|--------------|--------|---------|---------------|--|--|--|--|--|--|
| Pending Complaints Filed in Previous Fiscal Years by Status | Pr | evious | 201071 02 21 | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019Thru03-31 | | | | | | |
| Total complaints from previous Fiscal Years | 31 | 30 | 43 | 39 | 41 | 52 | | | | | | |
| Total Complainants | 29 | 30 | 39 | 34 | 30 | 38 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 0 | 0 | 1 | 1 | 3 | 6 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Hearing | 30 | 25 | 37 | 38 | 38 | 44 | | | | | | |
| Final Agency Action | 1 | 2 | 5 | 1 | 1 | 2 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 7 | 4 | 7 | 11 | 13 | 16 | | | | | | |
| | | | Co | mpara | tive Da | ta | | | | | | |
| Complaint Investigations | | Previou | s Fiscal | Year I | Data | 2019Thru03- | | | | | | |
| | 201 | 4 201 | 5 2016 | 2017 | 2018 | 31 | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 1 | 1 | 2 | 3 | 3 | 4 | | | | | | |