

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

NOAA:54 (and below)

For 1st Quarter 2019 for period ending December 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	40	39	50	53	66	66
Number of Complainants	39	39	48	53	64	64
Repeat Filers	1	0	2	0	2	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Race	10	15	21	15	27	27
Color	3	4	3	8	12	12
Religion	2	4	2	1	2	2
Reprisal	20	21	24	31	40	40
Sex	13	13	17	20	28	28
PDA	0	0	0	1	1	1
National Origin	4	4	6	6	8	8
Equal Pay Act	2	1	1	1	0	0
Age	16	12	20	19	33	33

Disability	14	17	17	14	26	26
Genetics	1	1	0	0	1	1
Non-EEO	1	2	0	1	2	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	3	2	4	3	4	4
Assignment of Duties	13	11	13	17	23	23
Awards	3	0	1	3	6	6
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	2	0	5	6	5	5
Suspension	1	0	2	6	2	2
Removal	1	0	1	0	0	0
Other	0	0	2	1	1	1
Duty Hours	1	1	1	0	0	0
Perf. Eval./ Appraisal	14	10	15	23	22	22
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	26	23	24	37	35	35
Sexual	1	2	0	2	3	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	0	5	1	1

Promotion/Non-Selection	4	6	7	7	14	14
Reassignment						
Denied	0	2	1	2	5	5
Directed	2	1	1	2	1	1
Reasonable Accommodation Disability	9	8	8	4	11	11
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	9	7	8	8
Termination	3	2	8	3	10	10
Terms/Conditions of Employment	11	12	9	9	15	15
Time and Attendance	11	8	9	14	12	12
Training	4	5	5	7	10	10
Other						
User Defined - Other 1	0	0	0	0	1	1
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	185.41	204.36	186.37	181.30	202.41	202.41

Average number of days in final action	43.29	102.53	25.77	29.62	22.83	22.83						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	195.06	239.64	195.93	188.32	221.05	221.05						
Average number of days in final action	22.88	13.83	8.50	18.86	11.33	11.33						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	176.83	178.37	183.82	175.50	191.35	191.35						
Average number of days in final action	55.85	143.46	35.38	35.00	42.57	42.57						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	0	0	0	0	0						0	
Average days pending prior to dismissal	0	0	0	0	0						0	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	1	0	5	3						3	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014	2015	2016	2017	2018							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		3		2		2	
Without Hearing	0	0	0	0	1	100	2	67	2	100	2	100
With Hearing	0	0	1	100	0	0	1	33	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	1	100	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		2		0		2		1		1	
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	1	50	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	50	1	100	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	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	1	50	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru12- 31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		3		1		1	
Appointment/Hire	0	0	0	0	0	0	1	33	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	1	50	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2019Thru12-31					
	Previous Fiscal Year Data											
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	38	33	30	37	38	38						
Total Complainants	35	31	29	37	38	38						
Number complaints pending												
Investigation	0	0	1	3	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	35	30	25	32	33	33						

Final Agency Action	4	4	4	1	5	5
Appeal with EEOC Office of Federal Operations	3	0	3	3	3	3
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	1	3	0	0