

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

## NOAA:54 (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	40	39	50	53	66	46
Number of Complainants	39	39	48	53	64	44
Repeat Filers	1	0	2	0	2	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<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	14
Color	3	4	3	8	12	9
Religion	2	4	2	1	2	2
Reprisal	20	21	24	31	40	39
Sex	13	13	17	20	28	17
PDA	0	0	0	1	1	0
National Origin	4	4	6	6	8	10
Equal Pay Act	2	1	1	1	0	0
Age	16	12	20	19	33	21
Disability	14	17	17	14	26	20
Genetics	1	1	0	0	1	0
Non-EEO	1	2	0	1	2	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<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	1
Assignment of Duties	13	11	13	17	23	18
Awards	3	0	1	3	6	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	0	0	0	0
Reprimand	2	0	5	6	5	7
Suspension	1	0	2	6	2	5
Removal	1	0	1	0	0	0
Other	0	0	2	1	1	0
Duty Hours	1	1	1	0	0	0
Perf. Eval./ Appraisal	14	10	15	23	22	13
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	26	23	24	37	35	31
Sexual	1	2	0	2	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	0	5	1	0
Promotion/Non-Selection	4	6	7	7	14	7
<b>Reassignment</b>						
Denied	0	2	1	2	5	0
Directed	2	1	1	2	1	2
Reasonable Accommodation Disability	9	8	8	4	11	14
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0

Retirement	0	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	9	7	8	4
Termination	3	2	8	3	10	6
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	4
<b>Other</b>						
User Defined - Other 1	0	0	0	0	1	0
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Complaints pending during fiscal year						
Average number of days in investigation	185.41	204.36	186.37	181.30	202.41	211.65
Average number of days in final action	43.29	102.53	25.77	29.62	22.83	32.76
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	223.03
Average number of days in final action	22.88	13.83	8.50	18.86	11.33	14.79
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	204.64
Average number of days in final action	55.85	143.46	35.38	35.00	42.57	46.00

Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019Thru09-30	
	2014		2015		2016		2017		2018			
Total Complaints Dismissed by Agency	0	0	0	0	0	0	0	0	0	0	0	
Average days pending prior to dismissal	0	0	0	0	0	0	0	0	0	0	0	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	1	0	5	3	4						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019Thru09-30	
	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
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019Thru09-30	
	2014		2015		2016		2017		2018			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		3		1		2	
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	1	33	0	0	1	50
Sex	0	0	0	0	0	0	1	33	1	100	1	50
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	33	0	0	0	0





Reasonable Accommodation Disability	0	0	0	0	0	0	1	33	0	0	1	50
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	1	50
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	33	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
<b>Findings After Hearing</b>	0		0		0		1		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







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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2019Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total complaints from previous Fiscal Years	38	33	30	37	38	41						
Total Complainants	35	31	29	37	38	41						
<b>Number complaints pending</b>												
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	36						
Final Agency Action	4	4	4	1	5	4						
Appeal with EEOC Office of Federal Operations	3	0	3	3	3	3						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2019Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	1	3	0	0						