

**Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:**

CMS (and below)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity

Comparative Data

Previous Fiscal Year Data

2021

Thru

2016 2017 2018 2019 2020 30-Sep

Number of Complaints Filed	45	30	31	35	36	24
Number of Complainants	42	29	29	33	32	24
Repeat Filers	3	1	2	2	3	0

Complaints by Basis

Comparative Data

Previous Fiscal Year Data

2021

Thru

2016 2017 2018 2019 2020 30-Sep

Note: Complaints can be filed alleging multiple bases.
The sum of the bases may not equal total complaints filed.

Race	20	17	14	14	16	12
Color	9	6	4	4	3	1
Religion	4	3	2	1	5	0
Reprisal	31	23	25	25	19	11
Sex	20	11	13	10	12	12
PDA	1	1	1	0	0	0
National Origin	8	7	1	1	5	3
Equal Pay Act	0	1	0	0	0	1
Age	18	11	7	7	12	7
Disability	17	11	11	15	17	5
Genetics	1	2	0	0	1	0
Non-EEO	0	0	2	1	1	0

Complaints by Issue

Comparative Data

Previous Fiscal Year Data

2021

Thru

Note: Complaints can be filed alleging multiple bases.
The sum of the bases may not equal total complaints filed.

	2016	2017	2018	2019	2020	2021 30-Sep
Appointment/Hire	4	3	1	1	2	1
Assignment of Duties	15	14	14	12	7	11
Awards	0	0	0	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	5	2	6	1	2	2
Suspension	2	0	3	1	1	0
Removal	2	1	2	2	3	0
Other	0	0	0		0	0
Duty Hours	1	1	0	0	0	0
Perf. Eval./ Appraisal	10	16	12	14	11	5
Examination/Test	0	0	0		0	0
Harassment						
Non-Sexual	28	17	22	24	20	12
Sexual	1	2	2	0	0	0
Medical Examination	0	0	1	0	0	0
Pay (Including Overtime)	2	1	2	0	0	0
Promotion/Non-Selection	4	3	3	10	5	6
Reassignment						
Denied	0	1	0	1	0	0
Directed	4	0	0	2	1	0
Reasonable Accommodation Disability	4	6	7	10	4	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	1	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	7	5	9	6	5	1
Termination	2	6	0	0	4	2

Terms/Conditions of Employment	10	10	6	13	13	9
Time and Attendance	6	2	6	6	7	2
Training	2	6	1	4	1	1
Other						
User Defined - Other 1	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021
						Thru
	2016	2017	2018	2019	2020	30-Sep
Complaints pending during fiscal year						
Average number of days in investigation	164	176	163	201	214	240.18
Average number of days in final action	39	49	45	30	27	28
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	175	185	184	203	249	244.17
Average number of days in final action	19	41	57	17	13	10.64
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	144	173	161	206	206	265.5
Average number of days in final action	58	58	55	60	60	91.67

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021
						Thru
	2016	2017	2018	2019	2020	30-Sep
Total Complaints Dismissed by Agency	4	3	1	0	3	4
Average days pending prior to dismissal	64	78	50	0	113	135
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	4	5	3	2	2	3

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021	
												Thru
												30-Sep
	#	%	#	%	#	%	#	%	#	%	#	%

Removal	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
Non-Sexual	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment										
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other - User Defined										
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

Comparative Data

Previous Fiscal Year Data

2021

Thru

	2016	2017	2018	2019	2020	2021 30-Sep
Total complaints from previous Fiscal Years	22	24	15	14	25	31
Total Complainants	20	22	15	12	23	28
Number complaints pending						

Investigation	0	0	0	1	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	22	22	15	13	23	25
Final Agency Action	0	2	0	0	1	5
Appeal with EEOC Office of Federal Operations	5	6	4	0	0	4

Complaint Investigations

Comparative Data

Previous Fiscal Year Data

2021

Thru

2016 2017 2018 2019 2020 30-Sep

Pending Complaints Where Investigations Exceed Required Time Fra

0 0 0 0 0 0