

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

DECA

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 31-Dec
	2011	2012	2013	2014	2015	
Number of Complaints Filed	136	141	121	137	117	23
Number of Complainants	134	140	121	137	117	23
Repeat Filers	2	1	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 31-Dec
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	57	72	70	75	49	9
Color	19	21	24	34	16	1
Religion	3	8	6	8	8	0
Reprisal	53	46	37	49	39	7
Sex	61	83	60	71	49	11
PDA	0	1	0	1	0	0
National Origin	22	15	13	27	30	5
Equal Pay Act	0	0	0	0	1	0
Age	29	34	28	33	29	4
Disability	38	47	30	33	37	4
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 31-Dec
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	6	5	7	4	8	2
Assignment of Duties	6	4	8	4	5	0
Awards	1	1	0	0	0	0
Conversion to Full-time	0	0	1	0	0	0
Disciplinary Action						
Demotion	0	2	2	4	0	0
Reprimand	14	7	5	15	9	2
Suspension	10	9	6	7	9	3
Removal	0	1	1	0	1	0
Other	4	2	1	1	2	1
Duty Hours	24	28	20	12	16	2
Evaluation Appraisal	20	22	14	10	6	4
Examination/Test	0	0	0	0	0	0

Harassment											
Non-Sexual	53	55	63	86	54	10					
Sexual	10	4	3	10	9	3					
Medical Examination	0	0	0	0	0	0					
Pay (Including Overtime)	0	1	1	1	1	0					
Promotion/Non-Selection	21	27	20	24	21	1					
Reassignment											
Denied	1	0	0	2	2	0					
Directed	5	3	0	3	0	0					
Reasonable Accommodation	11	7	8	2	13	2					
Reinstatement	0	0	0	0	0	0					
Retirement	0	1	0	0	0	0					
Termination	15	8	9	8	20	1					
Terms/Conditions of Employment	3	2	4	1	1	0					
Time and Attendance	4	4	2	0	1	0					
Training	10	12	6	9	1	0					
Other	0	0	0	0	0	0					
Processing Time	Comparative Data										
	Previous Fiscal Year Data					2016 Thru 31-Dec					
	2011	2012	2013	2014	2015						
Complaints pending during fiscal year											
Average number of days in investigation	214.41	249.12	266.5	184.03	177.3	214.78					
Average number of days in final action	22.95	33.58	40.98	70.55	119.5	90.67					
Complaint pending during fiscal year where hearing was requested											
Average number of days in investigation	207.55	271.33	281.57	187.41	183.11	191					
Average number of days in final action	29.23	37.48	72.32	65.4	104.07	63.33					
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation	222.73	225.32	247.76	180.23	169.43	229.91					
Average number of days in final action	19.68	29.5	20.09	73.21	137.5	118					
Complaints Dismissed by Agency	Comparative Data										
	Previous Fiscal Year Data					2106 Thru 31-Dec					
	2011	2012	2013	2014	2015						
Total Complaints Dismissed by Agency	22	22	19	27	25	4					
Average days pending prior to dismissal	26.77	12.91	28.68	35.07	23.88	30					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	19	17	21	15	18	2					
Total Final Agency Actions Finding Discrimination	Comparative Data										
	Previous Fiscal Year Data										2016 Thru 31-Dec
	2011		2012		2013		2014		2015		
	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	6		4		0		3		2		0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0
With Hearing	6	100	4	100	0	0	3	100	2	100	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	20	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	1	50	3	60	0	0
Sexual	0	0	1	100	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	1	100	0	0	0	0	0	0	1	20	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	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
Retirement	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	1	50	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	50	0	0	0	0
Findings After Hearing	1		1		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	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
Evaluation 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	1	100	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	1	100	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	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
Retirement	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	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	100	0	0	0	0

Findings Without Hearing	0		0		0		1		3		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	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	33	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	1	100	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												
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	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
Retirement	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 Defined	0	0	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					2016 Thru 31-Dec						
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	42	50	69	92	88	163						
Total Complainants	41	50	69	92	88	163						
Number complaints pending												
Investigation	0	4	0	1	2	17						
ROI issued, pending Complainant's action	0	1	0	0	0	10						
Hearing	37	39	63	78	70	102						
Final Agency Action	4	8	4	11	8	15						
Appeal with EEOC Office of Federal Operations	3	3	3	3	0	0						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2016 Thru 31-Dec						
	2011	2012	2013	2014	2015							
Pending Complaints Where Investigations Exceed Required Time Frames	16	23	16	8	10	4						