

Fourth Quarter No Fear Data for Fiscal Year 2020

U.S. Office of Personnel Management

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

Complaint Activity: Sections 1614.704 (a), (b), and (c)

Activity	Number
Complaints Filed	16
Complainants	16
Repeat Filers	00

Complaints by Basis: Section 1615.704 (d)

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

Basis	Number
Race	02
Color	01
Religion	01
Reprisal	09
Sex	06
National Origin	00
Equal Pay Act	00
Age	03
Disability	11
Non-EEO Basis	00

Complaints by Issue: Section 1614.704 (e)

Issue	Type	Number
Appointment/Hire		00
Assignment of Duties		04
Awards		03
Conversion to Full Time		00
Disciplinary Action	Total	01
	Demotion	00
	Reprimand	00
	Suspension	00
	Removal	00
	Other	01
Duty Hours		03
Evaluation/Appraisal		03
Examination/Test		00
Harassment	Total	10
	Non-Sexual	10
	Sexual	00
Medical Examination		00
Pay (Including Overtime)		02
Promotion/Non-Selection		00
Reassignment	Total	00
	Non-Sexual	00
	Sexual	00
Reasonable Accommodation		02
Reinstatement		00
Retirement		00
Termination		00
Terms/Conditions of Employment		07
Time and Attendance		01
Training		02
Other – Telework		00

Processing Time: Section 1614.704(f) the average length of time it has taken an agency to complete, respectively, investigation and final action for complaints pending for any length of time

Complaints Pending for Any Length of Time

Activity	Number of Days
Average number of days in investigation stage	126
Average number of days in final action stage	369

Complaints Pending Where Hearing Was Requested

Activity	Number of Days
Average number of days in investigation stage	136
Average number of days in final action stage*	868

*Average days processing time

Complaints Pending Where Hearing Was Not Requested

Activity	Number of Days
Average number of days in investigation stage	133
Average number of days in final action stage	50

Complaints Dismissed by Agency

Activity	Number
Total Complaints dismissed by Agency	0
Average days pending prior to dismissal	0

Complaints Withdrawn by Complainants

Activity	Number
Total complaints withdrawn by Complainants	1

Total Final Actions Finding Discrimination: Section 1614.704(i)

Finding of Discrimination

Activity	Number	Percentage
Finding without a hearing	00	00
Finding with a hearing	00	00

Findings of Discrimination Rendered by Basis

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

Total Findings

Findings	Number	Percentage
Total	00	00
Race	00	00
Color	00	00
Religion	00	00
Reprisal	00	00
Sex	00	00
National Origin	00	00
Equal Pay Act	00	00
Age	00	00
Disability	00	00
Non-EEO	00	00

Findings After Hearing

Findings	Number	Percentage
Total	00	00
Race	00	00
Color	00	00
Religion	00	00
Reprisal	00	00
Sex	00	00
National Origin	00	00
Equal Pay Act	00	00
Age	00	00
Disability	00	00
Non-EEO	00	00

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Findings Without Hearing

Findings	Number	Percentage
Total	00	00
Race	00	00
Color	00	00
Religion	00	00
Reprisal	00	00
Sex	00	00
National Origin	00	00
Equal Pay Act	00	00
Age	00	00
Disability	00	00
Non-EEO	00	00

Findings of Discrimination Rendered by Issue

All Findings

Findings	Type	Number	Percentage
Total		00	00
Appointment/Hire		00	00
Assignment of Duties		00	00
Awards		00	00
Conversion to full time		00	00
Disciplinary Action	Total	00	00
	Demotion	00	00
	Reprimand	00	00
	Suspension	00	00
	Removal	00	00
	Other	00	00
Duty Hours		00	00
Evaluation/Appraisal		00	00
Examination/Test		00	00
Harassment	Total	00	00
	Non-sexual	00	00
	Sexual	00	00
Medical Examination		00	00
Pay (Including Overtime)		00	00
Promotion/Non-Selection		00	00
Reassignment	Total	00	00
	Denied	00	00
	Directed	00	00
Reasonable Accommodation		00	00
Reinstatement		00	00
Termination		00	00
Terms/Conditions of Employment		02	100
Time and Attendance		00	00
Training		00	00
Other		00	00

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Findings After Hearing

Findings	Type	Number	Percentage
Total		00	00
Appointment/Hire		00	00
Assignment of Duties		00	00
Awards		00	00
Conversion to Full Time		00	00
Disciplinary Action	Total	00	00
	Demotion	00	00
	Reprimand	00	00
	Suspension	00	00
	Removal	00	00
	Other	00	00
Duty Hours		00	00
Evaluation/Appraisal		00	00
Examination/Test		00	00
Harassment	Total	00	00
	Non-Sexual	00	00
	Sexual	00	00
Medical Examination		00	00
Pay (Including Overtime)		00	00
Promotion/Non-Selection		00	00
Reassignment	Total	00	00
	Denied	00	00
	Directed	00	00
Reasonable Accommodation		00	00
Reinstatement		00	00
Termination		00	00
Terms/Condition of Employment		00	00
Time and Attendance		00	00
Training		00	00
Other		00	00

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Findings Without Hearing

Findings	Type	Number	Percentage
Total		00	00
Appointment/Hire		00	00
Assignment of Duties		00	00
Awards		00	00
Conversion to Full Time		00	00
Disciplinary Action	Total	00	00
	Demotion	00	00
	Reprimand	00	00
	Removal	00	00
	Other	00	00
Duty Hours		00	00
Evaluation/Appraisal		00	00
Examination/Test		00	00
Harassment	Total	00	00
	Non-Sexual	00	00
	Sexual	00	00
Medical Examination		00	00
Pay (Including Overtime)		00	00
Promotion/Non-Selection		00	00
Reassignment	Total	00	00
	Denied	00	00
	Directed	00	00
Reasonable Accommodation		00	00
Reinstatement		00	00
Termination		00	00
Terms/Conditions of Employment		00	00
Time and Attendance		00	00
Training		00	00
Other		00	00

Pending Complaints Filed in Previous Fiscal Years by Status: Section 1614.704(k)

Pending Complaints	Number
Total complaints from previous fiscal years	49
Total complaints	46

Status of Complaints Pending from Previous Fiscal Years

Status	Number
Investigation	02
Hearing	47
Final Agency Action	33
Appeal with EEOC Office of Federal Operations	24

Complaint Investigations

Complaint Investigations	Number
Pending completion where investigation exceeds required time frames	00