

No FEAR Report
FY 2016, 4th Quarter

Complaint Activity	Comparative Data					FY 2016 9/30/16
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Number of Complaints Filed	16	8	8	6	8	3
Number of Complainants	12	12	8	6	8	3
Repeat Filers	3	0	0	0	8	0

Complaints by Basis	Comparative Data					FY 2016 9/30/16
	Previous Fiscal Year Data					
	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	10	3	5	1	3	1
Color	1	1	3	0	0	0
Religion	1	0	0	0	0	0
Reprisal	7	3	2	1	3	1
Sex	9	0	4	4	4	2
National Origin	2	4	3	0	0	1
Equal Pay Act	0	0	0	0	0	1
Age	2	2	4	1	4	1
Disability	4	4	2	3	3	2
Genetic Information	0	0	0	0	0	0
Pregnancy Discrimination	0	0	0	0	0	0
Non-EEO	1	0	2	2	0	0

Complaints by Issue	Comparative Data					FY 2016 9/30/16
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	0	0	0	0	1	0
Assignment of Duties	0	1	3	1	1	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	1	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	4	3	4	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	1	2	0	2	2
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	7	0	0	0	0	1
Promotion/Non-Selection	0	2	1	2	3	0
Reassignment						
Denied	0	0	0	0	1	2
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	3	1	1	2	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	1	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	2	1
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	1	0	0
Other	11	2	7	2	1	0

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Processing Time	Comparative Data					FY 2016 9/30/16
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	282	95	0	0	337	127
Average number of days in final action stage	61	54	334	384	212	24
Complaint pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage						
Average number of days in final action stage						
Complaint pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	282	95	0	0	337	127
Average number of days in final action stage	61	54	334	384	212	24

Complaints Dismissed by Agency	Comparative Data					FY 2016 9/30/16
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	13	7	5	3	10	2
Average days pending prior to dismissal	42	62	42	36	297	36.5
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	1	1	0	0

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Total Final Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										FY 2016 9/30/16	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
Without Hearing												
With Hearing												

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										FY 2016 9/30/16	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
<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												
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Genetic Information												
Non-EEO												
Findings After Hearing												
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Genetic Information												
Non-EEO												
Findings Without Hearing												
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Genetic Information												
Non-EEO												

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Findings of Discrimination Rendered by Issue	Comparative Data										FY 2016 9/30/16	
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of												
Time and Attendance												
Training												
Other												
Findings After Hearing												
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
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Promotion/Non-Selection												
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Directed												
Reasonable Accommodation												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of												
Employment												
Time and Attendance												
Training												
Other												

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Findings Without Hearing												
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
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Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					FY 2016 9/30/16
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	2	2	6	5	1	0
Total Complainants	1	2	6	5	1	0
Number complaints pending						
Investigation	0	1	0	0	0	0
Hearing	0	0	0	0	0	0
Final Action	3	2	1	1	1	0
Appeal with PAB/GC	6	2	2	3	4	2

Complaint Investigations	Comparative Data					FY 2016 9/30/16
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	0	0	0	0