

No Fear Report  
 FY 2017  
 2nd Quarter

Complaint Activity	Comparative Data					FY 2017 thru 3/31/17
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Number of Complaints Filed	8	8	6	7	3	0
Number of Complainants	12	8	6	7	3	0
Repeat Filers	0	0	0	1	0	0

Complaints by Basis	Comparative Data					FY 2017 thru 3/31/17
	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	0
Color	1	1	3	0	0	0
Religion	1	0	0	0	0	0
Reprisal	7	3	2	1	2	0
Sex	9	0	4	4	4	0
National Origin	2	4	3	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	2	2	4	1	5	0
Disability	4	4	2	3	2	0
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 2017 thru 3/31/17
	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
<b>Disciplinary Action</b>						
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	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	3	1	2	0	2	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	7	0	0	0	0	0
Promotion/Non-Selection	0	2	1	2	3	0
<b>Reassignment</b>						
Denied	0	0	0	0	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	3	1	1	2	0
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	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	1	0	0
Other	11	2	7	2	0	0

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Processing Time	Comparative Data					FY 2017 thru 3/31/17
	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	156	0
Average number of days in final action stage	61	54	334	384	337	181
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	156	0
Average number of days in final action stage	61	54	334	384	337	181

Complaints Dismissed by Agency	Comparative Data					FY 2017 thru 3/31/17
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	13	7	5	3	10	0
Average days pending prior to dismissal	42	62	42	36	297	181
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	1	1	1	0	0

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Total Final Actions Finding Discrimination	Comparative Data										FY 2017 thru 3/31/17	
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015		#	%
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings												
Without Hearing												
With Hearing												

Findings of Discrimination Rendered by Basis	Comparative Data										FY 2017 thru 3/31/17	
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015		#	%
#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings</b>												
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Genetic Information												
Non-EEO												
<b>Findings After Hearing</b>												
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Genetic Information												
Non-EEO												
<b>Findings Without Hearing</b>												
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 2017 thru 3/31/17	
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>												
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												
<b>Findings After Hearing</b>												
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
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Pay (Including Overtime)												
Promotion/Non-Selection												
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Reasonable Accommodation												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

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<b>Findings Without Hearing</b>													
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 Employment													
Time and Attendance													
Training													
Other													

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					FY 2017 thru 3/31/17
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	2	2	6	5	2	0
Total Complainants	1	2	6	5	2	1
<b>Number complaints pending</b>						
Investigation	0	1	0	0	0	0
Hearing	0	0	0	0	0	0
Final Action	3	2	1	1	2	1
Appeal with PAB/GC	6	2	2	3	4	1

Complaint Investigations	Comparative Data					FY 2017 thru 3/31/17
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	0	0	0	0