

No FEAR Act quarterly data of the Bureau of Consumer Financial Protection



Summary of complaint data

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, for the Bureau of Consumer Financial Protection Bureau (Bureau or CFPB).

For the period ending December 31, 2019.

- Mixed-case complaints are included in this report.
- Calculations begin day after triggering event but include the last day of event per 29 C.F.R. § 1614.604.

1. Complaint activity

TABLE 1: COMPLAINT ACTIVITY

| Complaint Activity | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|----------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|
| Number of complaints filed | 22 | 19* | 5 | 21** | 17*** | 6 |
| Number of complainants | 19 | 18 | 5 | 19 | 14 | 6 |
| Repeat filers ¹ | 3 | 1 | 0 | 2 | 3 | 0 |

* Three of these complaints were putative class complaints filed in a previous fiscal year. In FY 2016, an EEOC Administrative Judge (AJ) denied class certification in all three matters, requiring the matters to be processed as individual complaints. *See* 29 C.F.R. § 1614.204(d)(7). Total new formal complaints filed in FY 2016 thus equal 16.

** One of these complaints alleged a violation of Executive Order 11478 (as amended) only. The Bureau processed this complaint pursuant to a policy the Agency has established to address such allegations. Thus, in FY 2018 CFPB received 20 new formal complaints filed (in whole or in part) under 29 C.F.R. Part 1614.

*** Two of these reported matters involve alleged violations of Executive Order 11478 (as amended) only. Thus, in FY 2019 CFPB received 15 new formal complains filed (in whole or in part) under 29 C.F.R. Part 1614.

¹ For this purpose, “repeat filers” include only individuals who have filed more than one complaint during the relevant fiscal year. This data does not include individuals who may have filed more than one formal complaint but who have not filed more than one complaint in any single fiscal year.

1.1 Complaints by basis

TABLE 2: COMPLAINTS BY BASIS*

| Complaints by Basis | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|---------------------|------|------|------|------|------|--------------------|
| Race | 14 | 8 | 2 | 13 | 9 | 2 |
| Color | 10 | 6 | 1 | 5 | 4 | 1 |
| Religion | 2 | 0 | 0 | 2 | 0 | 0 |
| Reprisal | 16 | 13 | 3 | 12 | 9 | 6 |
| Sex | 13 | 10 | 2 | 11 | 9 | 1 |
| Pregnancy (PDA) | 0 | 2 | 0 | 0 | 0 | 0 |
| National Origin | 5 | 2 | 1 | 0 | 2 | 1 |
| Equal Pay (EPA) | 2 | 5 | 0 | 0 | 1 | 0 |
| Age | 7 | 4 | 4 | 5 | 7 | 3 |
| Disability | 10 | 4 | 0 | 5 | 4 | 1 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 2 | 1 | 2 | 3 | 0 |

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

1.2 Complaints by issue

TABLE 3: COMPLAINTS BY ISSUE

| Complaints by Issue | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|--|------|------|------|------|------|--------------------|
| Appointment/Hire | 1 | 1 | 2 | 0 | 1 | 0 |
| Assignment of Duties | 5 | 6 | 1 | 8 | 6 | 2 |
| Awards | 0 | 0 | 0 | 2 | 0 | 0 |
| Conversion to Full Time/Permanent Status | 3 | 2 | 0 | 0 | 1 | 0 |
| Disciplinary Action – Demotion | 0 | 1 | 0 | 0 | 0 | 0 |
| Disciplinary Action – Reprimand | 2 | 1 | 1 | 0 | 0 | 1 |
| Disciplinary Action – Suspension | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – Removal | 0 | 0 | 0 | 1 | 0 | 0 |
| Disciplinary Action – Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 3 | 4 | 0 |
| Performance Evaluation/Appraisal | 7 | 7 | 0 | 2 | 1 | 1 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment – Non-Sexual | 9 | 4 | 0 | 12 | 11 | 3 |
| Harassment – Sexual | 1 | 0 | 0 | 2 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 1 | 0 |
| Pay (Including Overtime) | 5 | 7 | 0 | 4 | 9 | 0 |
| Promotion/Non-Selection | 6 | 11 | 2 | 3 | 3 | 1 |
| Reassignment – Denied | 1 | 0 | 0 | 0 | 0 | 0 |
| Reassignment – Directed | 1 | 1 | 0 | 3 | 1 | 0 |

| Complaints by Issue | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|---|-------------|-------------|-------------|-------------|-------------|-----------------------------|
| Reasonable Accommodation – Disability | 2 | 3 | 0 | 1 | 4 | 1 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation – Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 1 | 0 | 0 | 1 | 0 |
| Terms/Conditions of Employment | 13 | 8 | 1 | 7 | 6 | 0 |
| Time and Attendance | 2 | 3 | 0 | 2 | 3 | 1 |
| Training | 8 | 3 | 0 | 2 | 0 | 0 |
| Other | 1 | 0 | 0 | 0 | 0 | 0 |

2. Complaint processing times

TABLE 4: PROCESSING TIMES FOR COMPLAINTS PENDING (FOR ANY LENGTH OF TIME) DURING FISCAL YEAR

| Type of Processing Time | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|---|--------|--------|--------|----------|--------|--------------|
| Average number of days in investigation | 247.00 | 270.05 | 238.20 | 142.86 | 227.24 | 188.50 |
| Average number of days in final action | 119.00 | 91.83 | 60.50 | 133.00** | 39.94 | 41.50 |

** This processing time resulted in part from the Bureau's Office of Civil Rights (OCR) holding one matter in abeyance while the parties engaged in settlement negotiations. The matter was not resolved, and the Bureau ultimately issued the FAD in FY 2018.

TABLE 5: PROCESSING TIMES FOR COMPLAINTS PENDING (FOR ANY LENGTH OF TIME) DURING FISCAL YEAR WHERE HEARING WAS REQUESTED

| Type of Processing time | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|---|--------|--------|--------|--------|--------|--------------|
| Average number of days in investigation | 183.00 | 242.83 | 240.83 | 190.33 | 229.00 | 201.00 |
| Average number of days in final action | 219.00 | 0.00 | 35.67 | 35.00 | 24.33 | 29.50 |

TABLE 6: PROCESSING TIMES FOR COMPLAINTS PENDING (FOR ANY LENGTH OF TIME) DURING FISCAL YEAR WHERE HEARING WAS NOT REQUESTED

| Type of Processing Time | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|---|--------|--------|--------|----------|--------|--------------|
| Average number of days in investigation | 293.00 | 316.71 | 243.33 | 107.25 | 225.92 | 176.00 |
| Average number of days in final action | 52.00 | 91.83 | 85.33 | 165.67** | 49.30 | 53.50 |

** This processing time resulted in part from the Bureau's Office of Civil Rights (OCR) holding one matter in abeyance while the parties engaged in settlement negotiations. The matter was not resolved, and the Bureau ultimately issued the FAD in FY 2018.

3. Complaint dismissals and withdrawals

TABLE 7: COMPLAINTS DISMISSED BY AGENCY

| Agency Dismissal Information | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|---|-------------|-------------|-------------|-------------|-------------|---------------------|
| Total complaints dismissed by agency | 2 | 1 | 1 | 4 | 4 | 0 |
| Average days pending prior to dismissal | 26.00 | 34.00 | 21.00 | 13.00 | 15.00 | 0 |

TABLE 8: COMPLAINTS WITHDRAWN BY COMPLAINANTS

| Complaints Withdrawn | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|--|-------------|-------------|-------------|-------------|-------------|---------------------|
| Total complaints withdrawn by complainants | 1 | 2 | 3 | 0 | 1 | 0 |

4. Findings of discrimination

TABLE 9: TOTAL FINAL AGENCY ACTIONS FINDING DISCRIMINATION

| Type of Findings | 2015 # | 2015 % | 2016 # | 2016 % | 2017 # | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 Q1# | 2020 Q1% |
|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------------|
| Total findings | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Without hearing | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| With hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

4.1 Findings by basis*

TABLE 10: TOTAL FINDINGS OF DISCRIMINATION RENDERED BY BASIS

| Basis | 2015 # | 2015 % | 2016 # | 2016 % | 2017 # | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 Q1# | 2020 Q1% |
|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------------|
| Total findings | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pregnancy (PDA) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay (EPA) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |

| Basis | 2015 # | 2015 % | 2016 # | 2016 % | 2017 # | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 Q1# | 2020 Q1% |
|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------------|
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

TABLE 11: FINDINGS OF DISCRIMINATION RENDERED AFTER HEARING BY BASIS

| Basis | 2015 # | 2015 % | 2016 # | 2016 % | 2017 # | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 Q1# | 2020 Q1% |
|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------------|
| Total findings | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pregnancy (PDA) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay (EPA) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

TABLE 12: FINDINGS OF DISCRIMINATION RENDERED WITHOUT HEARING BY BASIS

| Basis | 2015 # | 2015 % | 2016 # | 2016 % | 2017 # | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 Q1# | 2020 Q1% |
|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------------|
| Total findings | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Basis | 2015 | 2015 | 2016 | 2016 | 2017 | 2017 | 2018 | 2018 | 2019 | 2019 | 2020 | 2020 |
|---------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | # | % | # | % | # | % | # | % | # | % | Q1# | Q1% |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pregnancy (PDA) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay (EPA) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

* Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

4.2 Findings by issue

TABLE 13: TOTAL FINDINGS OF DISCRIMINATION RENDERED BY ISSUE

| Issue | 2015 | 2015 | 2016 | 2016 | 2017 | 2017 | 2018 | 2018 | 2019 | 2019 | 2020 | 2020 |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | # | % | # | % | # | % | # | % | # | % | Q1# | Q1% |
| Total findings | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 1 | 100 | 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/Permanent Status | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Issue | 2015 | 2015 | 2016 | 2016 | 2017 | 2017 | 2018 | 2018 | 2019 | 2019 | 2020 | 2020 |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | # | % | # | % | # | % | # | % | # | % | Q1# | Q1% |
| Demotion | | | | | | | | | | | | |
| Disciplinary Action – Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – 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 |
| Performance Evaluation/Appraisal | 0 | 0 | 1 | 100 | 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 |
| Harassment – 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 |
| Reassignment – Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation – Disability | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation – Religion | 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 |
| Sex Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Issue | 2015 # | 2015 % | 2016 # | 2016 % | 2017 # | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 Q1# | 2020 Q1% |
|--------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------------|
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

TABLE 14: FINDINGS OF DISCRIMINATION RENDERED AFTER HEARING BY ISSUE

| Issue | 2015 # | 2015 % | 2016 # | 2016 % | 2017 # | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 Q1# | 2020 Q1% |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------------|
| Total findings | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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/Permanent Status | 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 |
| Disciplinary Action – Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – 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 |
| Performance 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 |

| Issue | 2015 | 2015 | 2016 | 2016 | 2017 | 2017 | 2018 | 2018 | 2019 | 2019 | 2020 | 2020 |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | # | % | # | % | # | % | # | % | # | % | Q1# | Q1% |
| Harassment – 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 |
| Reassignment – Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation – Disability | 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 |
| Reasonable Accommodation – Religion | 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 |
| Sex Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

TABLE 15: FINDINGS OF DISCRIMINATION RENDERED WITHOUT HEARING BY ISSUE

| Issue | 2015 # | 2015 % | 2016 # | 2016 % | 2017 # | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 Q1# | 2020 Q1% |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|---------------------|---------------------|
| Total findings | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 1 | 100 | 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/Permanent Status | 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 |
| Disciplinary Action – Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – 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 |
| Performance Evaluation/Appraisal | 0 | 0 | 1 | 100 | 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 |
| Harassment – 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 |
| Reassignment – Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Issue | 2015 | 2015 | 2016 | 2016 | 2017 | 2017 | 2018 | 2018 | 2019 | 2019 | 2020 | 2020 |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | # | % | # | % | # | % | # | % | # | % | Q1# | Q1% |
| Reasonable Accommodation – Disability | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation – Religion | 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 |
| Sex Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

5. Pending complaints

TABLE 16: PENDING COMPLAINTS FILED IN PREVIOUS FISCAL YEARS BY STATUS

| Pending Complaints and Complainants | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|---|-------------|-------------|-------------|-------------|-------------|---------------------|
| Total complaints from previous fiscal years | 32 | 21 | 16 | 14 | 10 | 17 |
| Total complainants | 25 | 17 | 12 | 12 | 10 | 16 |

TABLE 17: PENDING COMPLAINTS FILED IN PREVIOUS FISCAL YEARS BY STATUS

| Where in EEO Process Complaints Are Pending | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|--|-------------|-------------|-------------|-------------|-------------|---------------------|
| Investigation | 8 | 0 | 0 | 0 | 0 | 3 |
| ROI issued, pending complainant's action | 2 | 0 | 0 | 0 | 0 | 1 |
| Hearing | 12 | 18 | 12 | 14 | 9 | 11 |
| Final Agency Action | 6 | 2 | 1 | 0 | 1 | 2 |
| Appeal with EEOC Office of Federal Operations | 4 | 6 | 9 | 3 | 7 | 8 |

6. Investigation timeframes

TABLE 18: INVESTIGATIONS THAT EXCEED TIME FRAMES

| Investigations | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 thru Q1 |
|---|------|------|------|------|------|--------------------|
| Pending complaints where investigations exceed required time frames | 2 | 0 | 0 | 0 | 0 | 0 |