

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

**Number of Complaints, Reported Pursuant to 29 C.F.R. § 1614.704(a)-(c)**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
<b>Number of Complaints</b>									
– Filed during the FY/Quarter	5	3	6	8	5	0			
<b>Number of Complainants</b>									
– Who filed a complaint during the FY/Quarter	5	3	6	8	5	0			
– Who filed two or more complaints during the FY/Quarter	0	0	0	0	0	0			

**Number of Complaints by Basis, Reported Pursuant to 29 C.F.R. § 1614.704(d)**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
Race	4	2	0	5	4	0			
Color	0	0	0	2	2	0			
Religion	0	1	1	0	0	0			
Reprisal	1	1	3	6	4	0			
Sex	5	0	0	5	3	0			
Pregnancy Discrimination Act	1	0	0	0	0	0			
National Origin	0	1	0	0	0	0			
Equal Pay Act	0	0	0	2	0	0			
Age	2	1	3	4	2	0			
Disability	1	1	3	1	1	0			
Genetic Information Non-Disclosure	0	0	1	0	0	0			
Non-EEO	0	0	1	1	0	0			

**Number of Complaints by Issue, Reported Pursuant to 29 C.F.R. § 1614.704(e)**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
Appointment/Hire	0	1	1	0	0	0			
Assignment of Duties	1	0	0	3	3	0			
Awards	0	0	0	1	0	0			
Conversion to Full-Time	0	0	0	0	0	0			
Disciplinary Action									
1. Demotion	0	0	0	0	0	0			
2. Reprimand	1	1	0	0	1	0			
3. Suspension	1	0	0	0	0	0			
4. Removal	0	0	0	0	0	0			
5. Other	0	0	0	0	0	0			
Duty Hours	0	0	0	0	0	0			
Evaluation/Appraisal	1	0	1	3	3	0			
Examination/Test	0	0	0	0	0	0			
Harassment									
1. Non-Sexual	2	1	2	6	2	0			
2. Sexual	0	0	0	0	0	0			
Medical Examination	0	0	1	0	0	0			
Pay/Overtime	0	0	0	1	1	0			
Promotion/Non-Selection	0	1	2	0	1	0			
Reassignment									
1. Denied	0	0	0	0	0	0			
2. Directed	0	1	1	1	0	0			
Reasonable Accommodation	0	0	0	0	0	0			
Reinstatement	0	0	0	0	0	0			
Religious Accommodation	0	0	0	0	0	0			
Retirement	0	0	1	0	0	0			
Sex-Stereotyping	0	0	0	0	0	0			
Termination	2	0	1	1	4	0			
Terms/Conditions of Employment	0	0	2	3	2	0			
Time and Attendance	1	0	1	1	0	0			
Training	1	0	0	1	1	0			
Other	0	0	1	1	0	0			

**Average Processing Time, Reported Pursuant to 29 C.F.R. § 1614.704(f)**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
1614.704(f)(1) All Pending	203	345	307	389	905	1161			
1614.704(f)(2) – No Hearing Requested	127	220	92	159	196	265			
1614.704(f)(3) – Hearing Requested	735	1101	356	1076	1346	1310			

**Number of Complaints Dismissed Pursuant to 29 C.F.R. § 1614.107(a) and Average Length of Time Pending Prior to Dismissal, Reported Pursuant to 29 C.F.R. §1614.704(g)**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
Number of Complaints Dismissed	3	0	1	3	4	0			
Average Number of Days Pending Prior to Dismissal	109	0	150	73	44	0			

**Number of Complaints Withdrawn by Complainants, Reported Pursuant to 29 C.F.R. § 1614.704(h)**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
Number of Complaints Withdrawn	0	0	2	0	2	0			

**Number of Final Agency Actions, Reported Pursuant to 29 C.F.R. § 1614.704(i)**

* Rendered without a hearing ** Rendered after a hearing	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
1614.704(i)(1): Total Number of Findings of Discrimination	# / % 0 / 0	# / % 0 / 0	# / % 0 / 0	# / % 0 / 0	# / % 1 ** / 100	# / % 0 / 0	# / % 0 / 0	# / % 0 / 0	# / % 0 / 0
1614.704(i)(2): – Without a Hearing	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0
1614.704(i)(2) – After a Hearing	0 / 0	0 / 0	0 / 0	0 / 0	1 / 100	0 / 0	0 / 0	0 / 0	0 / 0

**Number of Final Actions Involving a Finding of Discrimination by Basis, Reported Pursuant to 29 C.F.R. § 1614.704(j)**

* Rendered without a hearing ** Rendered after a hearing	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
Total Number of Findings of Discrimination	# / % 0 / 0	# / % 0 / 0	# / % 0 / 0	# / % 0 / 0	# / % 1 ** / 100	# / % 0 / 0	# / % 0 / 0	# / % 0 / 0	# / % 0 / 0
Race	0 / 0	0 / 0	0 / 0	0 / 0	1 / 100	0 / 0	0 / 0	0 / 0	0 / 0
1. American Indian/Alaskan Native	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0
2. Asian/Pacific Islander	0 / 0	0 / 0	0 / 0	0 / 0	1 / 100	0 / 0	0 / 0	0 / 0	0 / 0
3. Black	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0
4. White	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0
5. Two or More Races	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0

Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
1. Female	0	0	0	0	0	0	0	0	0	0
2. Male	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
1. Hispanic	0	0	0	0	0	0	0	0	0	0
2. Other	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
1. Physical	0	0	0	0	0	0	0	0	0	0
2. Mental	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0

**Number of Final Agency Actions Involving a Finding of Discrimination by Issue, Reported Pursuant to 29 C.F.R. § 1614.704(k)**

* Rendered without a hearing ** Rendered after a hearing	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
	# %	# %	# %	# %	# %	# %	# %	# %	# %
Total Number of Findings of Discrimination	0 0	0 0	0 0	0 0	1 100	0 0	0 0	0 0	0 0
Appointment/Hire	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
Assignment of Duties	0 0	0 0	0 0	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	0 0	0 0	0 0
Conversion to Full-Time	0 0	0 0	0 0	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	0 0	0 0	0 0
1. Demotion	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
2. Reprimand	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
3. Suspension	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
4. Removal	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
5. Other	0 0	0 0	0 0	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	0 0	0 0	0 0
Evaluation/Appraisal	0 0	0 0	0 0	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	0 0	0 0	0 0
Harassment	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0

1. Non-Sexual	0	0	0	0	0	0	0	0	0	0
2. Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay/Overtime	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

**Number of Complaints Pending at Any Time During the Fiscal Year, Reported Pursuant to 29 C.F.R. § 1614.704(l)**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
<b>Number of Complaints</b>									
Total Number of Complaints Pending for any length of time during the FY	8	7	14	16	11	7			
29 C.F.R. § 1614.704(l)(1) – Number Filed before 10/1	3	4	8	16	11	7			
29 C.F.R. § 1614.704(l)(2)(i) – Number of Complainants	3	4	12	13	11	8			
29 C.F.R. § 1614.704(l)(2)(ii) – Number Pending Investigation	2	3	10	10	7	5			
– Number Pending Hearing	1	1	6	6	6	6			
– Number Pending Final Agency Action	1	0	0	1	3	0			
– Number Pending Appeal	2	2	0	3	2	2			

**Number of Complaints Pending at Any Time During the Fiscal Year that Exceeded the Authorized Investigation Timeframe, Reported Pursuant to 29 C.F.R. § 1614.704(m)**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 1 <sup>st</sup> quarter	FY 2019 2 <sup>nd</sup> quarter	FY 2019 3 <sup>rd</sup> quarter	FY 2019 4 <sup>th</sup> quarter
Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.106(e)(2) + extensions	0	0	0	0	0	0			
Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.108(e)	0	0	0	0	0	0			



