

**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**

	Fiscal Year
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Number of Complaints, See 29 C.F.R. § 1614.704(a)-(c)	2014	2015	2016	2017	2018	FY 2019 1 st Quarter	FY 2019 2 nd Quarter	FY 2019 3 rd Quarter	FY 2019 4 th Quarter
Number of Complaints									
Filed during the FY	5	3	6	8	5	0	0		
Number of Complainants									
Who filed a complaint during the FY	5	3	6	8	5	0	0		
Who filed two or more complaints during the FY	0	0	0	0	0	0	0		

Number of Complaints by Basis, See 29 C.F.R. § 1614.704(d)	2014	2015	2016	2017	2018	FY 2019 1 st Quarter	FY 2019 2 nd Quarter	FY 2019 3 rd Quarter	FY 2019 4 th Quarter
Race	4	2	0	4	4	0	0		
Color	0	0	0	0	2	0	0		
Religion	0	1	1	0	0	0	0		
Retaliation	1	1	3	6	4	0	0		
Sex	5	1	1	4	3	0	0		
Pregnancy	1	0	0	0	0	0	0		
National Origin	0	1	1	0	0	0	0		
Equal Pay	0	0	0	2	0	0	0		
Age	2	1	3	2	2	0	0		
Disability	2	1	3	2	1	0	0		

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Genetic Information Non-Disclosure	0	0	1	0	0	0	0		
Non-EEO	0	0	1	0	0	0	0		

Number of Complaints by Issue, See 29 C.F.R. § 1614.704(e)	2014	2015	2016	2017	2018	FY 2019 1st Quarter	FY 2019 2nd Quarter	FY 2019 3rd Quarter	FY 2019 4th Quarter
Appointment/Hire	0	1	1	0	0	0	0		
Assignment of Duties	1	0	0	3	3	0	0		
Awards	0	0	0	1	0	0	0		
Conversion to Full-Time	0	0	0	0	0	0	0		
Disciplinary Action									
1. Demotion	0	0	0	0	0	0	0		
2. Reprimand	1	1	0	0	1	0	0		
3. Suspension	1	0	0	0	0	0	0		
4. Removal	0	0	0	0	0	0	0		
5. Other	0	0	0	1	0	0	0		
Duty Hours	0	0	0	0	0	0	0		
Evaluation/Appraisal	1	0	1	3	3	0	0		
Examination/Test	0	0	0	0	0	0	0		
Harassment									
1. Non-Sexual	2	1	2	8	2	0	0		
2. Sexual	0	0	0	0	0	0	0		
Medical Examination	0	0	1	0	0	0	0		
Pay/Overtime	0	0	0	1	1	0	0		
Promotion/Non-Selection	0	1	2	1	1	0	0		
Reassignment									
1. Denied	0	0	0	0	0	0	0		
2. Directed	0	1	1	1	0	0	0		
Reasonable Accommodation	0	0	0	0	0	0	0		
Reinstatement	0	0	0	0	0	0	0		
Religious Accommodation	0	0	0	0	0	0	0		

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Retirement	0	0	1	0	0	0	0		
Sex-Stereotyping	0	0	0	0	0	0	0		
Termination	2	0	1	1	4	0	0		
Terms/Conditions of Employment	0	0	2	3	2	0	0		
Time and Attendance	1	0	1	1	0	0	0		
Training	1	0	0	1	1	0	0		
Other	0	0	1	1	0	0	0		

Average Processing Time, See 29 C.F.R. § 1614.704(f)	2014	2015	2016	2017	2018	FY 2019 1st Quarter	FY 2019 2nd Quarter	FY 2019 3rd Quarter	FY 2019 4th Quarter
1614.704(f)(1) All Pending	203	345	307	389	786	1161	1251		
1614.704(f)(2) – No Hearing Requested	127	220	92	159	270	265	355		
1614.704(f)(3) – Hearing Requested	735	1101	356	1076	1475	1310	1400		

Number of Complaints Dismissed Pursuant to 29 C.F.R. § 1614.107(a) and Average Length of Time Pending Prior to Dismissal, See 29 C.F.R. §1614.704(g)	2014	2015	2016	2017	2018	FY 2019 1st Quarter	FY 2019 2nd Quarter	FY 2019 3rd Quarter	FY 2019 4th Quarter
Number of Complaints Dismissed	3	0	1	3	4	0	0		
Average Number of Days Pending Prior to Dismissal	109	0	150	73	44	0	0		

Number of Complaints Withdrawn, See 29 C.F.R. § 1614.704(h)	2014	2015	2016	2017	2018	FY 2019 1st Quarter	FY 2019 2nd Quarter	FY 2019 3rd Quarter	FY 2019 4th Quarter
Number of Complaints Withdrawn	0	0	2	0	2	0	0		

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Number of Final Agency Actions, See 29 C.F.R. § 1614.704(i)	2014	2015	2016	2017	2018	FY 2019 1st Quarter	FY 2019 2nd Quarter	FY 2019 3rd Quarter	FY 2019 4th Quarter
	# %	# %	# %	# %	# %	# %	# %	# %	# %
1614.704(i)(1): Total Number of Findings of Discrimination	0	0	0	0	1	0	0		
1614.704(i)(2): – Without a Hearing	0	0	0	0	0 0	0	0		
1614.704(i)(2) – After a Hearing	0	0	0	0	1 100	0	0		

Number of Final Actions Involving a Finding of Discrimination by Basis, Reported Pursuant to 29 C.F.R. § 1614.704(j)	2014	2015	2016	2017	2018	FY 2019 1st Quarter	FY 2019 2nd Quarter	FY 2019 3rd Quarter	FY 2019 4th Quarter
* Rendered without a hearing ** Rendered after a hearing	# %	# %	# %	# %	# %	# %	# %	# %	# %
Total Number of Findings of Discrimination	0	0	0	0	1**	0	0		
Race	0	0	0	0	1 100	0	0		
1. American Indian/Alaskan Native	0	0	0	0	0 0	0	0		
2. Asian/Pacific Islander	0	0	0	0	1 100	0	0		
3. Black	0	0	0	0	0 0	0	0		
4. White	0	0	0	0	0 0	0	0		

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					0				
5. Two or More Races	0	0	0	0	0	0	0		
Color	0	0	0	0	0	0	0		
Religion	0	0	0	0	0	0	0		
Retaliation	0	0	0	0	1	100	0	0	
Sex	0	0	0	0	0	0	0		
1. Female	0	0	0	0	0	0	0		
2. Male	0	0	0	0	0	0	0		
National Origin	0	0	0	0	0	0	0		
1. Hispanic	0	0	0	0	0	0	0		
2. Other	0	0	0	0	0	0	0		
Equal Pay Act	0	0	0	0	0	0	0		
Age	0	0	0	0	0	0	0		
Disability	0	0	0	0	0	0	0		
1. Physical	0	0	0	0	0	0	0		
2. Mental	0	0	0	0	0	0	0		
Non-EEO	0	0	0	0	0	0	0		

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Number of Final Agency Actions Involving a Finding of Discrimination by Issue, Reported Pursuant to 29 C.F.R. § 1614.704(k)	2014	2015	2016	2017	2018	FY 2019 1st Quarter	FY 2019 2nd Quarter	FY 2019 3rd Quarter	FY 2019 4th Quarter
Total Number of Findings of Discrimination	0	0	0	0	1	0	0		
Appointment/Hire	0	0	0	0	0	0	0		
Assignment of Duties	0	0	0	0	1	0	0		
Awards	0	0	0	0	0	0	0		
Conversion to Full-Time	0	0	0	0	0	0	0		
Disciplinary Action	0	0	0	0	0	0	0		
1. Demotion	0	0	0	0	0	0	0		
2. Reprimand	0	0	0	0	0	0	0		
3. Suspension	0	0	0	0	0	0	0		
4. Removal	0	0	0	0	0	0	0		
5. Other	0	0	0	0	0	0	0		
Duty Hours	0	0	0	0	0	0	0		
Evaluation/Appraisal	0	0	0	0	0	0	0		
Examination/Test	0	0	0	0	0	0	0		
Harassment	0	0	0	0	0	0	0		
1. Non-Sexual	0	0	0	0	0	0	0		
2. Sexual	0	0	0	0	0	0	0		
Medical Examination	0	0	0	0	0	0	0		
Pay/Overtime	0	0	0	0	0	0	0		
Promotion/Non-Selection	0	0	0	0	0	0	0		
Reassignment	0	0	0	0	0	0	0		
1. Denied	0	0	0	0	0	0	0		
2. Directed	0	0	0	0	0	0	0		
Reasonable Accommodation	0	0	0	0	0	0	0		
Reinstatement	0	0	0	0	0	0	0		
Retirement	0	0	0	0	0	0	0		

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Termination	0	0	0	0	0	0	0		
Terms/Conditions of Employment	0	0	0	0	1	0	0		
Time and Attendance	0	0	0	0	0	0	0		
Training	0	0	0	0	1	0	0		
Other	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)	2014	2015	2016	2017	2018	FY 2019 1st Quarter	FY 2019 2nd Quarter	FY 2019 3rd Quarter	FY 2019 4th Quarter
Total Number of Complaints Pending for any length of time during the FY	8	7	14	16	15	9	9		
29 C.F.R. § 1614.704(l)(1) – Number Filed before 10/1	3	4	8	16	12	9	9		
29 C.F.R. § 1614.704(l)(2)(i) – Number of Complainants	3	4	12	13	12	7	7		
29 C.F.R. § 1614.704(l)(2)(ii) – Number Pending Investigation	2	3	10	10	4	2	1		
– Number Pending Hearing	1	1	6	6	6	6	6		
– Number Pending Final Agency Action	1	0	0	1	0	0	0		
– Number Pending Appeal	2	2	0	3	2	2	2		

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