

**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 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 1 st quarter | FY 2018 2 nd quarter | FY 2018 3 rd quarter | FY 2018 4 th quarter |
|--|---------|---------|---------|---------|---------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Number of Complaints | | | | | | | | | |
| – Filed during the FY/Quarter | 3 | 5 | 3 | 6 | 8 | 1 | | | |
| Number of Complainants | | | | | | | | | |
| – Who filed a complaint during the FY/Quarter | 3 | 5 | 3 | 6 | 8 | 1 | | | |
| – 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 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 1 st Quarter | FY 2018 2 nd Quarter | FY 2018 3 rd Quarter | FY 2018 4 th Quarter |
|------------------------------------|---------|---------|---------|---------|---------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Race | 1 | 4 | 2 | 0 | 3 | 1 | | | |
| Color | 1 | 0 | 0 | 0 | 1 | 1 | | | |
| Religion | 1 | 0 | 1 | 1 | 0 | 0 | | | |
| Reprisal | 0 | 1 | 1 | 3 | 6 | 1 | | | |
| Sex | 0 | 5 | 0 | 0 | 2 | 0 | | | |
| Pregnancy Discrimination Act | 0 | 1 | 0 | 0 | 0 | 0 | | | |
| National Origin | 0 | 0 | 1 | 0 | 0 | 0 | | | |
| Equal Pay Act | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| Age | 2 | 2 | 1 | 3 | 3 | 1 | | | |
| Disability | 0 | 1 | 1 | 3 | 1 | 0 | | | |
| Genetic Information Non-Disclosure | 0 | 0 | 0 | 1 | 0 | 0 | | | |
| Non-EEO | 0 | 0 | 0 | 1 | 1 | 0 | | | |

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

| | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 1 st Quarter | FY 2018 2 nd Quarter | FY 2018 3 rd Quarter | FY 2018 4 th Quarter |
|--------------------------------|---------|---------|---------|---------|---------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Appointment/Hire | 0 | 0 | 1 | 1 | 0 | 0 | | | |
| Assignment of Duties | 0 | 1 | 0 | 0 | 3 | 0 | | | |
| Awards | 1 | 0 | 0 | 0 | 1 | 0 | | | |
| Conversion to Full-Time | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Disciplinary Action | | | | | | | | | |
| 1. Demotion | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| 2. Reprimand | 0 | 1 | 1 | 0 | 0 | 0 | | | |
| 3. Suspension | 0 | 1 | 0 | 0 | 0 | 0 | | | |
| 4. Removal | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| 5. Other | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Evaluation/Appraisal | 0 | 1 | 0 | 1 | 2 | 0 | | | |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Harassment | | | | | | | | | |
| 1. Non-Sexual | 0 | 2 | 1 | 2 | 5 | 1 | | | |
| 2. Sexual | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| Medical Examination | 0 | 0 | 0 | 1 | 0 | 0 | | | |
| Pay/Overtime | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Promotion/Non-Selection | 0 | 0 | 1 | 2 | 1 | 0 | | | |
| Reassignment | | | | | | | | | |
| 1. Denied | 1 | 0 | 0 | 0 | 0 | 0 | | | |
| 2. Directed | 0 | 0 | 1 | 1 | 1 | 0 | | | |
| Reasonable Accommodation | 0 | 0 | 0 | 1 | 0 | 0 | | | |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Retirement | 0 | 0 | 0 | 1 | 0 | 0 | | | |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Termination | 1 | 2 | 0 | 1 | 1 | 0 | | | |
| Terms/Conditions of Employment | 0 | 0 | 0 | 2 | 2 | 0 | | | |
| Time and Attendance | 0 | 1 | 0 | 1 | 1 | 0 | | | |
| Training | 0 | 1 | 0 | 0 | 1 | 1 | | | |
| Other | 0 | 0 | 0 | 1 | 2 | 0 | | | |

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

| | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 1 st Quarter | FY 2018 2 nd Quarter | FY 2018 3 rd Quarter | FY 2018 4 th Quarter |
|--|---------|---------|---------|---------|---------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| 1614.704(f)(1) All Pending | 345 | 203 | 345 | 307 | 389 | 559 | | | |
| 1614.704(f)(2) – No Hearing Requested | 194 | 127 | 220 | 92 | 159 | 188 | | | |
| 1614.704(f)(3) – Hearing Requested | 797 | 735 | 1101 | 356 | 1076 | 1215 | | | |

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 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 1 st Quarter | FY 2018 2 nd Quarter | FY 2018 3 rd Quarter | FY 2018 4 th Quarter |
|--|---------|---------|---------|---------|---------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Number of Complaints Dismissed | 3 | 3 | 0 | 1 | 3 | 0 | | | |
| Average Number of Days Pending Prior to Dismissal | 93 | 109 | 0 | 150 | 73 | 0 | | | |

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

| | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 1 st Quarter | FY 2018 2 nd Quarter | FY 2018 3 rd Quarter | FY 2018 4 th Quarter |
|-----------------------------------|---------|---------|---------|---------|---------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Number of Complaints Withdrawn | 2 | 0 | 0 | 2 | 0 | 1 | | | |

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

| | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 1 st Quarter | FY 2017 2 nd Quarter | FY 2017 3 rd Quarter | FY 2017 4 th Quarter |
|--|---------|---------|---------|---------|---------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| 1614.704(i)(1): Total Number of Findings of Discrimination | # % | # % | # % | # % | # % | # % | # % | # % | # % |
| | 0 | 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 | 0 0 | 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)

| <i>* Rendered without a hearing</i> <i>** Rendered after a hearing</i> | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 1 st Quarter | FY 2017 2 nd Quarter | FY 2017 3 rd Quarter | FY 2017 4 th Quarter |
|---|---------|---------|---------|---------|---------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Total Number of Findings of Discrimination | # % | # % | # % | # % | # % | # % | # % | # % | # % |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Race | 0 0 | 0 0 | 0 0 | 0 0 | 0 0 | 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 | 0 0 | 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 |
| 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 |
| 1. Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. Male | 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 |
| 1. Hispanic | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 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 |
| 1. Physical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | |
|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2. Mental | 0 0 | 0 0 | 0 0 | 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 | 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 2012 | | FY 2013 | | FY 2014 | | FY 2015 | | FY 2016 | | FY 2017 1 st Quarter | | FY 2017 2 nd Quarter | | FY 2017 3 rd Quarter | | FY 2017 4 th Quarter | | |
|---|---------|---|---------|---|---------|---|---------|---|---------|---|---------------------------------------|---|---------------------------------------|---|---------------------------------------|---|---------------------------------------|---|---|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | |
| Total Number of Findings of Discrimination Appointment/Hire | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |
| Assignment of Duties | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |
| Awards | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |
| Conversion to Full-Time | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |
| Disciplinary Action | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |
| 1. Demotion | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |
| 2. Reprimand | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |
| 3. Suspension | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |
| 4. Removal | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |
| 5. Other | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |

| | | | | | | | | | | | |
|--------------------------------|---|---|---|---|---|---|---|---|---|---|---|
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation/Appraisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1. Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay/Overtime | 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 |
| Reassignment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1. Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 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 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 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 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 1 st Quarter | FY 2018 2 nd Quarter | FY 2018 3 rd Quarter | FY 2018 4 th Quarter |
|---|---------|---------|---------|---------|---------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Number of Complaints | | | | | | | | | |
| Total Number of Complaints Pending for any length of time during the FY | 8 | 8 | 7 | 14 | 16 | 11 | | | |
| 29 C.F.R. § 1614.704(l)(1) – Number Filed before 10/1 | 5 | 3 | 4 | 8 | 16 | 11 | | | |
| 29 C.F.R. § 1614.704(l)(2)(i) – Number of Complainants | 5 | 3 | 4 | 12 | 13 | 8 | | | |
| 29 C.F.R. § 1614.704(l)(2)(ii) – Number Pending Investigation | 0 | 2 | 3 | 10 | 10 | 5 | | | |
| – Number Pending Hearing | 1 | 1 | 1 | 6 | 6 | 6 | | | |
| – Number Pending Final Agency Action | 0 | 1 | 0 | 0 | 1 | 2 | | | |
| – Number Pending Appeal | 0 | 2 | 2 | 0 | 3 | 1 | | | |

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 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2017 | FY 2017 | FY 2017 |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 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 | 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 | 0 | 0 |