

**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)

	<u>FY</u> <u>2011</u>	<u>FY</u> <u>2012</u>	<u>FY</u> <u>2013</u>	<u>FY</u> <u>2014</u>	<u>FY</u> <u>2015</u>	<u>FY2016</u> 1 st Quarter	<u>FY2016</u> 2 nd Quarter	<u>FY2016</u> 3 rd Quarter	<u>FY2016</u> 4 th Quarter
Number of Complaints									
– Filed during the FY/Quarter	4	4	3	5	3	4			
Number of Complainants									
– Who filed a complaint during the FY/Quarter	4	4	3	5	3	4			
– 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)

	<u>FY 2011</u>	<u>FY 2012</u>	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY2016</u> 1 st Quarter	<u>FY2016</u> 2 nd Quarter	<u>FY2016</u> 3 rd Quarter	<u>FY2016</u> 4 th Quarter
Race	1	3	0	4	2	1			
1. American Indian/Alaskan Native	0	0	0	1	0				
2. Asian/Pacific Islander	0	1	0	0	0				
3. Black	2	2	1	4	1	1			
4. White	0	0	0	0	1				
5. Two or More Races	0	0	0	1	0				
Color	1	1	1	0	0	1			
Religion	0	0	1	0	1				
Reprisal	2	1	0	1	1	1			
Sex	1	0	0	5	0				
1. Female	1	0	1	5	1	2			
2. Male	0	0	0	0	0				
National Origin	0	0	0	0	1				
1. Hispanic	0	0	0	0	0	1			
2. Other	0	0	1	0	1				
Equal Pay Act	0	0	0	0	0				
Age	0	2	2	2	1	1			
Disability	1	0	0	1	1				
1. Physical	1	0	0	1	0				
2. Mental	1	0	0	1	1	1			
Non-EEO	0	0	0	0	0				

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

	<u>FY</u> <u>2011</u>	<u>FY</u> <u>2012</u>	<u>FY</u> <u>2013</u>	<u>FY</u> <u>2014</u>	<u>FY</u> <u>2015</u>	<u>FY2016</u> 1 st Quarter	<u>FY2016</u> 2 nd Quarter	<u>FY2016</u> 3 rd Quarter	<u>FY2016</u> 4 th Quarter
Appointment/Hire	0	0	0	0	1				
Assignment of Duties	0	1	0	1	0				
Awards	0	0	1	0	0				
Conversion to Full-Time	0	0	0	0	0				
Disciplinary Action	1	1	0	1	0	2			
1. Demotion	1	1	0	0	0				
2. Reprimand	1	1	0	1	1				
3. Suspension	0	0	0	1	0				
4. Removal	0	0	0	0	0				
5. Other	0	0	0	0	0				
Duty Hours	0	0	0	0	0				
Evaluation/Appraisal	0	1	0	1	0				
Examination/Test	0	0	0	0	0				
Harassment	2	3	0	2	1				
1. Non-Sexual	2	3	0	2	1	2			
2. Sexual	0	0	0	0	0				
Medical Examination	0	0	0	0	0				
Pay/Overtime	1	0	0	0	0				
Promotion/Non-Selection	0	0	0	0	1	1			
Reassignment	0	0	0	0	0				
1. Denied	0	0	1	0	0				
2. Directed	0	0	0	0	1	1			
Reasonable Accommodation	1	0	0	0	0	1			
Reinstatement	0	0	0	0	0				
Retirement	0	0	0	0	0	1			

Termination	1	0	1	2	0	2			
Terms/Conditions of Employment	0	2	0	0	0	1			
Time and Attendance	0	0	0	1	0				
Training	0	1	0	1	0				
Other	0	0	0	0	0	1			

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

	<u>FY 2011</u>	<u>FY 2012</u>	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY2016</u> 1 st Quarter	<u>FY2016</u> 2 nd Quarter	<u>FY2016</u> 3 rd Quarter	<u>FY2016</u> 4 th Quarter
1614.704(f)(1) All Pending	362	580	345	203	345	255			
1614.704(f)(2) – No Hearing Requested	339	269	194	127	220	131			
1614.704(f)(3) – Hearing Requested	414	735	797	735	1101	545			

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)

	<u>FY</u> <u>2011</u>	<u>FY</u> <u>2012</u>	<u>FY</u> <u>2013</u>	<u>FY</u> <u>2014</u>	<u>FY</u> <u>2015</u>	<u>FY2016</u> 1 st Quarter	<u>FY2016</u> 2 nd Quarter	<u>FY2016</u> 3 rd Quarter	<u>FY2016</u> 4 th Quarter
Number of Complaints Dismissed	0	1	3	3	0	1			
Average Number of Days Pending Prior to Dismissal	0	157	93	109	0	150			

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

	<u>FY 2011</u>	<u>FY 2012</u>	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY2015</u>	<u>FY2016</u> 1 st Quarter	<u>FY2016</u> 2 nd Quarter	<u>FY2016</u> 3 rd Quarter	<u>FY2016</u> 4 th Quarter
Number of Complaints Withdrawn	0	0	2	0	0	0			

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

	<u>FY 2011</u>	<u>FY 2012</u>	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY2015</u>	<u>FY2016</u> 1 st Quarter	<u>FY2016</u> 2 nd Quarter	<u>FY2016</u> 3 rd Quarter	<u>FY2016</u> 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)

* Rendered without a hearing ** Rendered after a hearing	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY2016 1 st Quarter	FY2016 2 nd Quarter	FY2016 3 rd Quarter	FY2016 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	0 / 0	0 / 0	0 / 0
Color	0 / 0	0 / 0	0 / 0	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	0 0	0 0	0 0
Reprisal	0 0	0 0	0 0	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	0 0	0 0	0 0
1. Female	0 0	0 0	0 0	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	0 0	0 0	0 0
National Origin	0 0	0 0	0 0	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	0 0	0 0	0 0
2. Other	0 0	0 0	0 0	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	0 0	0 0	0 0
Age	0 0	0 0	0 0	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	0 0	0 0	0 0

1. Physical	0	0	0	0	0	0	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)

<i>* Rendered without a hearing</i> <i>** Rendered after a hearing</i>	<u>FY 2011</u>	<u>FY 2012</u>	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY2016</u> 1 st Quarter	<u>FY2016</u> 2 nd Quarter	<u>FY2016</u> 3 rd Quarter	<u>FY2016</u> 4 th Quarter
Total Number of Findings of Discrimination Appointment/Hire	# %	# %	# %	# %	# %	# %	# %	# %	# %
Assignment of Duties	0 0	0 0	0 0	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	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	0	0	0	0	0	0	0	0
2. Sexual	0	0	0	0	0	0	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	0	0	0	0	0	0
Pay/Overtime	0	0	0	0	0	0	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	0	0	0	0	0	0

Reassignment	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	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	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	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	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	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	0	0	0	0	0	0
Training	0	0	0	0	0	0	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	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)

	<u>FY</u> <u>2011</u>	<u>FY</u> <u>2012</u>	<u>FY</u> <u>2013</u>	<u>FY</u> <u>2014</u>	<u>FY</u> <u>2015</u>	<u>FY2016</u> 1 st Quarter	<u>FY2016</u> 2 nd Quarter	<u>FY2016</u> 3 rd Quarter	<u>FY2016</u> 4 th Quarter
Number of Complaints									
Total Number of Complaints Pending for any length of time during the FY	8	9	8	8	7	10			
29 C.F.R. § 1614.704(l)(1) – Number Filed before 10/1	4	5	5	3	4	6			
29 C.F.R. § 1614.704(l)(2)(i) – Number of Complainants	4	5	5	3	4	9			
29 C.F.R. § 1614.704(l)(2)(ii) – Number Pending Investigation	1	4	0	2	3	5			
– Number Pending Hearing	2	1	1	1	1	3			
– Number Pending Final Agency Action	0	0	0	1	0	0			
– Number Pending Appeal	0	0	0	2	2	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)

	<u>FY</u> <u>2011</u>	<u>FY</u> <u>2012</u>	<u>FY</u> <u>2013</u>	<u>FY</u> <u>2014</u>	<u>FY</u> <u>2015</u>	<u>FY2016</u> 1 st Quarter	<u>FY2016</u> 2 nd Quarter	<u>FY2016</u> 3 rd Quarter	<u>FY2016</u> 4 th Quarter
Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.106(e)(2) + extensions	3	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			