

**Northeast Area  
U. S. Postal Service**

**Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174**

**Last Updated: December 31, 2018**

**N/A means Data Not Available**

| Complaint Activity (29 CFR 1614.704(a), (b), and (c)) | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2019<br>Thru<br>12/31/2018 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
|   | Previous Fiscal Year Data          |         |         |         |         |                               |
|   | FY 2014                            | FY 2015 | FY 2016 | FY 2017 | FY 2018 |                               |
| Number of Complaints Filed                            | 390                                | 336     | 411     | 391     | 370     | 99                            |
| Number of Complainants                                | 376                                | 320     | 386     | 373     | 356     | 99                            |
| Repeat Filers   | 13                                 | 15      | 22      | 18      | 13      | 0                             |

| Complaints by Basis (29 CFR 1614.704(d))   | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2019<br>Thru<br>12/31/2018 |
|--|------------------------------------|---------|---------|---------|---------|-------------------------------|
|  | Previous Fiscal Year Data          |         |         |         |         |                               |
|  | FY 2014                            | FY 2015 | FY 2016 | FY 2017 | FY 2018 |                               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                                    |         |         |         |         |                               |
| Race   | 158                                | 126     | 155     | 119     | 137     | 39                            |
| Color  | 72                                 | 56      | 49      | 52      | 63      | 20                            |
| Religion   | 25                                 | 16      | 23      | 17      | 19      | 5                             |
| Reprisal   | 185                                | 162     | 173     | 181     | 167     | 47                            |
| Sex  | 143                                | 122     | 153     | 151     | 164     | 45                            |
| PDA  | 2                                  | 3       | 6       | 2       | 9       | 2                             |
| National Origin  | 51                                 | 45      | 49      | 61      | 49      | 21                            |
| Equal Pay Act  | 0                                  | 0       | 0       | 0       | 0       | 0                             |
| Age  | 146                                | 111     | 143     | 115     | 114     | 34                            |
| Disability   | 124                                | 117     | 137     | 125     | 127     | 41                            |
| Genetic Information  | 6                                  | 3       | 2       | 4       | 4       | 1                             |
| Non-EEO  | 2                                  | 2       | 1       | 2       | 1       | 0                             |

| Complaints by Issue (29 CFR 1614.704(e))   | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2019<br>Thru<br>12/31/2018 |
|--|------------------------------------|---------|---------|---------|---------|-------------------------------|
|  | Previous Fiscal Year Data          |         |         |         |         |                               |
|  | FY 2014                            | FY 2015 | FY 2016 | FY 2017 | FY 2018 |                               |
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> |                                    |         |         |         |         |                               |
| Appointment/Hire   | 9                                  | 7       | 3       | 3       | 7       | 0                             |
| Assignment of Duties   | 26                                 | 22      | 33      | 30      | 19      | 5                             |
| Awards   | 1                                  | 2       | 0       | 2       | 0       | 0                             |
| Conversion to Full Time  | 1                                  | 1       | 1       | 2       | 0       | 1                             |
| Disciplinary Action  |                                    |         |         |         |         |                               |
| Demotion   | 2                                  | 1       | 2       | 2       | 1       | 0                             |
| Reprimand  | 59                                 | 51      | 50      | 52      | 47      | 10                            |
| Suspension   | 52                                 | 47      | 48      | 34      | 45      | 12                            |
| Removal  | 47                                 | 33      | 35      | 31      | 33      | 5                             |
| Other (Emergency Placement)  | 18                                 | 23      | 20      | 19      | 31      | 7                             |
| Duty Hours   | 30                                 | 38      | 37      | 17      | 37      | 11                            |
| Examination/Test   | 4                                  | 1       | 0       | 0       | 0       | 0                             |
| Harassment   |                                    |         |         |         |         |                               |
| Non-Sexual   | 134                                | 94      | 139     | 146     | 151     | 34                            |
| Sexual   | 5                                  | 10      | 10      | 16      | 13      | 4                             |
| Medical Examination  | 2                                  | 1       | 4       | 3       | 0       | 0                             |
| Pay (Including Overtime)   | 41                                 | 33      | 63      | 51      | 52      | 14                            |
| Perf. Eval./Appraisal  | 1                                  | 1       | 1       | 0       | 0       | 0                             |
| Promotion/Non-Selection  | 17                                 | 12      | 22      | 26      | 21      | 6                             |
| Reassignment   |                                    |         |         |         |         |                               |
| Denied   | 12                                 | 9       | 7       | 8       | 10      | 3                             |
| Directed   | 9                                  | 6       | 6       | 4       | 0       | 1                             |
| Reasonable Accommodation Disability  | 40                                 | 48      | 50      | 58      | 54      | 12                            |
| Reinstatement  | 1                                  | 1       | 1       | 2       | 2       | 1                             |
| Religious Accommodation  | N/A                                | N/A     | N/A     | 2       | 2       | 2                             |
| Retirement   | 2                                  | 1       | 3       | 1       | 1       | 0                             |
| Sex-Stereotyping   | N/A                                | N/A     | N/A     | 3       | 6       | 1                             |
| Telework   | N/A                                | N/A     | N/A     | 0       | 0       | 0                             |
| Termination  | 32                                 | 29      | 34      | 31      | 31      | 9                             |
| Terms/Conditions of Employment   | 101                                | 150     | 143     | 86      | 120     | 25                            |
| Time and Attendance  | 58                                 | 58      | 55      | 54      | 40      | 15                            |
| Training   | 8                                  | 3       | 6       | 11      | 11      | 3                             |
| Other  | 20                                 | 22      | 8       | 0       | 0       | 0                             |

| Processing Time (29 CFR 1614.704(f))<br><i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i> | Comparative Data (29 CFR 1614.705) |  |         |  |         |  |         |  |         |  | FY 2019<br>Thru<br>12/31/2018 |
|---|------------------------------------|--|---------|--|---------|--|---------|--|---------|--|-------------------------------|
|   | Previous Fiscal Year Data          |  |         |  |         |  |         |  |         |  |                               |
|   | FY 2014                            |  | FY 2015 |  | FY 2016 |  | FY 2017 |  | FY 2018 |  |                               |
| Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))   |                                    |  |         |  |         |  |         |  |         |  |                               |
| Average number of days in investigation stage   | 137.87                             |  | 121.96  |  | 106.06  |  | 130.84  |  | 138.75  |  | 137.49                        |
| Average number of days in final action stage  | 27.17                              |  | 22.79   |  | 22.23   |  | 26.90   |  | 23.97   |  | 19.54                         |
| Complaints pending (for any length of time) during the fiscal year where a hearing was requested (1614.704(f)(3))   |                                    |  |         |  |         |  |         |  |         |  |                               |
| Average number of days in investigation stage   | 136.23                             |  | 123.70  |  | 104.49  |  | 140.76  |  | 140.31  |  | 153.80                        |
| Average number of days in final action stage  | 8.19                               |  | 15.15   |  | 14.24   |  | 17.12   |  | 15.94   |  | 13.41                         |
| Complaints pending (for any length of time) during the fiscal year where a hearing was not requested (1614.704(f)(2))   |                                    |  |         |  |         |  |         |  |         |  |                               |
| Average number of days in investigation stage   | 141.59                             |  | 119.04  |  | 108.48  |  | 120.26  |  | 132.24  |  | 129.03                        |
| Average number of days in final action stage  | 45.42                              |  | 31.98   |  | 28.83   |  | 30.32   |  | 29.16   |  | 26.96                         |

| Complaints Dismissed by Agency (29 CFR 1614.704(g))                                       | Comparative Data (29 CFR 1614.705) |  |         |  |         |  |         |  |         |  | FY 2019<br>Thru<br>12/31/2018 |
|---|------------------------------------|--|---------|--|---------|--|---------|--|---------|--|-------------------------------|
|   | Previous Fiscal Year Data          |  |         |  |         |  |         |  |         |  |                               |
|   | FY 2014                            |  | FY 2015 |  | FY 2016 |  | FY 2017 |  | FY 2018 |  |                               |
| Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing) | 105                                |  | 96      |  | 104     |  | 88      |  | 88      |  | 26                            |
| Average days pending prior to dismissal   | 32.24                              |  | 25.47   |  | 24.12   |  | 25.58   |  | 25.59   |  | 21.85                         |
| Complaints Withdrawn by Complainants (29 CFR 1614.704(h))                                 |                                    |  |         |  |         |  |         |  |         |  |                               |
| Total complaints withdrawn by complainants  | 42                                 |  | 32      |  | 16      |  | 27      |  | 23      |  | 5                             |

| Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i)) | Comparative Data (29 CFR 1614.705) |   |         |     |         |     |         |     |         |   | FY 2019<br>Thru<br>12/31/2018 |   |
|--|------------------------------------|---|---------|-----|---------|-----|---------|-----|---------|---|-------------------------------|---|
|  | Previous Fiscal Year Data          |   |         |     |         |     |         |     |         |   |                               |   |
|  | FY 2014                            |   | FY 2015 |     | FY 2016 |     | FY 2017 |     | FY 2018 |   |                               |   |
|  | #                                  | % | #       | %   | #       | %   | #       | %   | #       | % | #                             | % |
| Total number of findings   | 0                                  |   | 1       |     | 1       |     | 1       |     | 0       |   | 0                             |   |
| Total without a hearing  | 0                                  | 0 | 0       | 0   | 0       | 0   | 0       | 0   | 0       | 0 | 0                             | 0 |
| Total with a hearing   | 0                                  | 0 | 1       | 100 | 1       | 100 | 1       | 100 | 0       | 0 | 0                             | 0 |

| Findings of Discrimination Rendered by Basis<br>(29 CFR 1614.704 (j)) | Comparative Data (29 CFR 1614.705) |   |         |     |         |     |         |     |         |   | FY 2019<br>Thru<br>12/31/2018 |   |
|---|------------------------------------|---|---------|-----|---------|-----|---------|-----|---------|---|-------------------------------|---|
|   | Previous Fiscal Year Data          |   |         |     |         |     |         |     |         |   |                               |   |
|   | FY 2014                            |   | FY 2015 |     | FY 2016 |     | FY 2017 |     | FY 2018 |   |                               |   |
|   | #                                  | % | #       | %   | #       | %   | #       | %   | #       | % | #                             | % |
| <b>Total number of findings</b>                                       | 0                                  |   | 1       |     | 1       |     | 1       |     | 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   | 1       | 100 | 1       | 100 | 0       | 0 | 0                             | 0 |
| Sex   | 0                                  | 0 | 1       | 100 | 0       | 0   | 0       | 0   | 0       | 0 | 0                             | 0 |
| 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 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 |
| 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 |
| <b>Findings after a hearing</b>                                       |                                    |   |         |     |         |     |         |     |         |   |                               |   |
| 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   | 1       | 100 | 1       | 100 | 0       | 0 | 0                             | 0 |
| Sex   | 0                                  | 0 | 1       | 100 | 0       | 0   | 0       | 0   | 0       | 0 | 0                             | 0 |
| 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 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 |
| 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 |
| <b>Findings without a hearing</b>                                     |                                    |   |         |     |         |     |         |     |         |   |                               |   |
| 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 |
| 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 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 |
| 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 |

| Findings of Discrimination Rendered by Issue<br>(29 CFR 1614.704 (k)) | Comparative Data (29 CFR 1614.705) |     |         |     |         |     |         |     |         |   | FY 2019<br>Thru<br>12/31/2018 |   |
|---|------------------------------------|-----|---------|-----|---------|-----|---------|-----|---------|---|-------------------------------|---|
|   | Previous Fiscal Year Data          |     |         |     |         |     |         |     |         |   |                               |   |
|   | FY 2014                            |     | FY 2015 |     | FY 2016 |     | FY 2017 |     | FY 2018 |   | #                             | % |
|   | #                                  | %   | #       | %   | #       | %   | #       | %   | #       | % |                               |   |
| <b>Total number of findings</b>                                       | 0                                  |     | 1       |     | 1       |     | 1       |     | 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   | 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 |
| Reprimand   | 0                                  | 0   | 0       | 0   | 1       | 100 | 0       | 0   | 0       | 0 | 0                             | 0 |
| Suspension  | 0                                  | 0   | 0       | 0   | 0       | 0   | 0       | 0   | 0       | 0 | 0                             | 0 |
| Removal   | 0                                  | 0   | 0       | 0   | 0       | 0   | 0       | 0   | 0       | 0 | 0                             | 0 |
| Other (Emergency Placement)   | 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 |
| Examination/Test  | 0                                  | 0   | 0       | 0   | 0       | 0   | 0       | 0   | 0       | 0 | 0                             | 0 |
| Harassment  |                                    |     |         |     |         |     |         |     |         |   |                               |   |
| Non-Sexual  | 0                                  | 0   | 1       | 100 | 1       | 100 | 1       | 100 | 0       | 0 | 0                             | 0 |
| 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 |
| Perf. Eval./Appraisal   | 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 |
| 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 |
| Religious Accommodation   | N/A                                | N/A | N/A     | N/A | N/A     | N/A | 0       | 0   | 0       | 0 | 0                             | 0 |
| Retirement  | 0                                  | 0   | 0       | 0   | 0       | 0   | 0       | 0   | 0       | 0 | 0                             | 0 |
| Sex-Stereotyping  | N/A                                | N/A | N/A     | N/A | N/A     | N/A | 0       | 0   | 0       | 0 | 0                             | 0 |
| Telework  | N/A                                | N/A | N/A     | N/A | N/A     | N/A | 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   | 1       | 100 | 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 |
| <b>Findings after a hearing</b>                                       |                                    |     |         |     |         |     |         |     |         |   |                               |   |
| 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   | 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 |
| Reprimand   | 0                                  | 0   | 0       | 0   | 1       | 100 | 0       | 0   | 0       | 0 | 0                             | 0 |
| Suspension  | 0                                  | 0   | 0       | 0   | 0       | 0   | 0       | 0   | 0       | 0 | 0                             | 0 |
| Removal   | 0                                  | 0   | 0       | 0   | 0       | 0   | 0       | 0   | 0       | 0 | 0                             | 0 |
| Other (Emergency Placement)   | 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 |
| Examination/Test  | 0                                  | 0   | 0       | 0   | 0       | 0   | 0       | 0   | 0       | 0 | 0                             | 0 |
| Harassment  |                                    |     |         |     |         |     |         |     |         |   |                               |   |
| Non-Sexual  | 0                                  | 0   | 1       | 100 | 1       | 100 | 1       | 100 | 0       | 0 | 0                             | 0 |

|                                     |     |     |     |     |     |     |   |     |   |   |   |   |
|-------------------------------------|-----|-----|-----|-----|-----|-----|---|-----|---|---|---|---|
| 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 |
| Perf. Eval./Appraisal               | 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 |
| 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 |
| Religious Accommodation             | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0   | 0 | 0 | 0 | 0 |
| Retirement                          | 0   | 0   | 0   | 0   | 0   | 0   | 0 | 0   | 0 | 0 | 0 | 0 |
| Sex-Stereotyping                    | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0   | 0 | 0 | 0 | 0 |
| Telework                            | N/A | N/A | N/A | N/A | N/A | N/A | 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   | 1 | 100 | 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 |
| <b>Findings without a hearing</b>   |     |     |     |     |     |     |   |     |   |   |   |   |
| 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             | 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 |
| Reprimand                           | 0   | 0   | 0   | 0   | 0   | 0   | 0 | 0   | 0 | 0 | 0 | 0 |
| Suspension                          | 0   | 0   | 0   | 0   | 0   | 0   | 0 | 0   | 0 | 0 | 0 | 0 |
| Removal                             | 0   | 0   | 0   | 0   | 0   | 0   | 0 | 0   | 0 | 0 | 0 | 0 |
| Other (Emergency Placement)         | 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 |
| 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 |
| 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 |
| Perf. Eval./Appraisal               | 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 |
| 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 |
| Religious Accommodation             | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0   | 0 | 0 | 0 | 0 |
| Retirement                          | 0   | 0   | 0   | 0   | 0   | 0   | 0 | 0   | 0 | 0 | 0 | 0 |
| Sex-Stereotyping                    | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0   | 0 | 0 | 0 | 0 |
| Telework                            | N/A | N/A | N/A | N/A | N/A | N/A | 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 |

| Pending Complaints Filed in Previous Fiscal Years by Status<br>(29 CFR 1614.704(l)) | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2019<br>Thru<br>12/31/2018 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
|   | Previous Fiscal Year Data          |         |         |         |         |                               |
|   | FY 2014                            | FY 2015 | FY 2016 | FY 2017 | FY 2018 |                               |
| Total complaints from previous Fiscal Years   | 403                                | 133     | 162     | 244     | 254     | 400                           |
| Total complainants from previous Fiscal Years                                       | 363                                | 121     | 150     | 220     | 237     | 370                           |
| <b>Number of Complaints Pending</b>   |                                    |         |         |         |         |                               |
| Investigation   | 0                                  | 0       | 1       | 9       | 9       | 56                            |
| ROI issued, pending Complainant's action  | 0                                  | 0       | 1       | 0       | 0       | 17                            |
| Hearing   | 153                                | 130     | 158     | 229     | 226     | 290                           |
| Final Action  | 6                                  | 3       | 3       | 5       | 2       | 12                            |
| Appeal with EEOC Office of Federal Operations                                       | 81                                 | 0       | 0       | 9       | 9       | 9                             |

| Complaint Investigations (29 CFR 1614.704(m))                              | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2019<br>Thru<br>12/31/2018 |
|--|------------------------------------|---------|---------|---------|---------|-------------------------------|
|  | Previous Fiscal Year Data          |         |         |         |         |                               |
|  | FY 2014                            | FY 2015 | FY 2016 | FY 2017 | FY 2018 |                               |
| <b>Pending Complaints Where Investigation Exceeds Required Time Frames</b> | 0                                  | 0       | 0       | 0       | 1       | 0                             |