## **Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:**

## FEMA (and below)

For 4th Quarter 2019 for period ending September 30, 2019

			Compara	ta		
Complaint Activity		Previo	us Fiscal Y	ear Data	a	2019 Thru
	2014	2015	2016	2017	2018	30-Sep
Number of Complaints Filed	78	82	85	85	165	108
Number of Complainants	78	81	85	84	163	104
Repeat Filers	0	1	0	1	2	4
Complaints by			Compara	ative Da	ta	_
Basis		Previo	us Fiscal Y	ear Data	a	2019 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	30-Sep
Race	26	26	22	30	62	38
Color	3	9	9	8	22	6
Religion	2	4	2	3	2	1
Reprisal	45	33	30	30	64	41
Sex	24	21	23	31	58	42
PDA	0	0	1	0	1	3
National Origin	9	6	15	12	17	6
	1	0	0	0	0	0
Equal Pay Act						
Equal Pay Act Age	13	25	20	20	45	24
, ,		25 20	20 30	20 25	45 50	24 28
Age	13	_				

Complaints by			Compara	ative Da	ta	
Issue	ı	Previou	ıs Fiscal Y	ear Data	a	2019 Thru
Note: Complaints can be filed alleging multiple bases.  The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	30-Sep
Appointment/H ire	3	1	3	3	13	7
Assignment of Duties	9	12	5	4	6	7
Awards	1	1	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Acti				1	1	1
Demotion	0	0	0	0	1	3
Reprimand	0	2	1	1	3	1
Suspension	4	2	4	3	1	1
Removal	2	2	0	0	1	1
Duty Hours	0	1	0	0	0	1
Perf. Eval./ Appraisal	5	11	12	10	14	10
Examination/Te st	0	0	0	0	0	0
Harassment		<u> </u>		1	1	ı
Non-Sexual	23	24	27	16	47	39
Sexual	5	3	2	2	16	5
Medical Examination	0	0	1	0	1	0
Pay including overtime	1	2	1	3	1	2
Promotion/No n-Selection	6	13	7	14	13	12
Reassignment						
Denied	1	0	1	1	2	2
Directed	0	4	0	1	0	1

Reasonable						
Accommodatio	6	5	6	8	6	7
n Disability						
Reinstatement	0	1	0	0	1	0
Religious						
Accommodatio	0	0	0	0	1	0
n						
Retirement	0	0	0	1	0	0
Sex-	0	0	0	0	0	0
Stereotyping		U				
Telework	0	0	4	4	3	2
Termination	10	14	8	14	25	10
Terms/Conditio						
ns of	24	16	17	16	50	25
Employment						
Time and	F		4			2
Attendance	5	0	4	3	3	2
Training	4	0	2	3	7	1
Other					<u></u>	
			Compara	ative Da	ta	
Processing		Previo	us Fiscal Y	ear Data	а	2019
Time						Thru
1	2014	2015	2016	2017	2018	30-Sep
Complaints pend				1		
Average	ling duri	ng fisc	al year			
Average number of days				639.1	631.5	481.97
Average number of days in investigation	ling duri	ng fisc	al year			
Average number of days in investigation Average	ling duri 425	ng fisc 605	al year 566.79	639.1	631.5	481.97
Average number of days in investigation Average number of days	ling duri	ng fisc	al year			
Average number of days in investigation Average number of days in final action	425 98.85	ng fisc 605 79.4	al year 566.79 157.78	639.1	631.5	481.97
Average number of days in investigation Average number of days	425 98.85	ng fisc 605 79.4	al year 566.79 157.78	639.1	631.5	481.97
Average number of days in investigation Average number of days in final action Complaint pendi Average	425 98.85 ng durir	ng fisc 605 79.4 ng fisca	al year 566.79 157.78 I year who	639.1 135.5 ere hear	631.5 107 ing was	481.97
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days	425 98.85	ng fisc 605 79.4	al year 566.79 157.78	639.1	631.5	481.97
Average number of days in investigation Average number of days in final action Complaint pendi Average	425 98.85 ng durir	ng fisc 605 79.4 ng fisca	al year 566.79 157.78 I year who	639.1 135.5 ere hear	631.5 107 ing was	481.97
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average	98.85 ng durir 390.4	ng fisc 605 79.4 ng fisca 599	157.78 I year who	639.1 135.5 ere hear 717.2	631.5 107 ing was 501.5	481.97
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days	425 98.85 ng durir	ng fisc 605 79.4 ng fisca	al year 566.79 157.78 I year who	639.1 135.5 ere hear	631.5 107 ing was	481.97
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in investigation	98.85 ng durir 390.4	ng fisc 605 79.4 ng fisca 599	al year 566.79 157.78 I year who 590.21	639.1 135.5 ere hear 717.2	631.5 107 ing was 501.5	481.97 210.77 410.71
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days	98.85 ng durir 390.4	ng fisc 605 79.4 ng fisca 599	al year 566.79 157.78 I year who 590.21	639.1 135.5 ere hear 717.2	631.5 107 ing was 501.5	481.97 210.77 410.71
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in investigation Complaint pendi Complaint pendi	98.85 ng durir 390.4	ng fisc 605 79.4 ng fisca 599	al year 566.79 157.78 I year who 590.21	639.1 135.5 ere hear 717.2	631.5 107 ing was 501.5	481.97 210.77 410.71
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average	98.85 ng durir 390.4 41.38	ng fisco 605 79.4 ng fisco 39.4	157.78 I year who 590.21	639.1 135.5 ere hear 717.2 63.62 ere hear	631.5 107 ing was 501.5 64.6 ing was	481.97 210.77 410.71 150
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in final action Complaint pendi Average number of days	98.85 ng durir 390.4	ng fisc 605 79.4 ng fisca 599	al year 566.79 157.78 I year who 590.21	639.1 135.5 ere hear 717.2	631.5 107 ing was 501.5	481.97 210.77 410.71
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average	98.85 ng durir 390.4 41.38	ng fisco 605 79.4 ng fisco 39.4	157.78 I year who 590.21	639.1 135.5 ere hear 717.2 63.62 ere hear	631.5 107 ing was 501.5 64.6 ing was	481.97 210.77 410.71 150
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in final action Complaint pendi Average number of days	98.85 ng durir 390.4 41.38	ng fisco 605 79.4 ng fisco 39.4	157.78 I year who 590.21	639.1 135.5 ere hear 717.2 63.62 ere hear	631.5 107 ing was 501.5 64.6 ing was	481.97 210.77 410.71 150
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in final action Complaint pendi Average number of days	98.85 ng durir 390.4 41.38	ng fisco 605 79.4 ng fisco 39.4	157.78 I year who 590.21	639.1 135.5 ere hear 717.2 63.62 ere hear	631.5 107 ing was 501.5 64.6 ing was	481.97 210.77 410.71 150
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in final action Complaint pendi Average number of days in investigation	98.85 ng durir 390.4 41.38	ng fisco 605 79.4 ng fisco 39.4	157.78 I year who 590.21	639.1 135.5 ere hear 717.2 63.62 ere hear	631.5 107 ing was 501.5 64.6 ing was	481.97 210.77 410.71 150
Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in investigation Average number of days in final action Complaint pendi Average number of days in final action Complaint pendi Average number of days in investigation	98.85 ng durin 390.4 41.38 ng durin 455.3	ng fisca 605 79.4 sg fisca 599 39.4 eg fisca 613	157.78 157.78 1 year who 590.21 69.5 1 year who	639.1 135.5 ere hear 717.2 63.62 ere hear 548.9	631.5 107 ing was 501.5 64.6 ing was 719.8	481.97 210.77 410.71 150 not 510.79

Complaints			Compara	ative Da	ta	
Dismissed by Agency	I	Previo	us Fiscal Y	ear Data	a	2019 Thru
	2014	2015	2016	2017	2018	30-Sep
Total Complaints Dismissed by Agency	9	8	2	6	3	6
Average days pending prior to dismissal	201	213	126	410	181	210
Com	plaints	Withd	rawn by C	omplair	nants	•
Total Complaints Withdrawn by Complainants	8	11	4	9	12	19

Total Final					Co	omparativ	e Data					
Agency Actions Finding				Prev	ious Fisc	al Year D	ata				201 Th	_
Discrimination	201	.4	201			016	201		20	18	<b>30-</b> S	ер
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		3		0		2	
Without Hearing	0	0	0	0	0	0	1	33	0	0	2	100
With Hearing	0	0	3	100	1	100	2	67	0	0	0	0
Findings of Discrimination Rendered by Basis				Prev		omparativ					<b>20</b> 1 Th	_
Note: Complaints can be filed alleging multiple bases.	201	.4	201	.5	20	016	201	17	20	18	30-5	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		0		3	

Race	0	0	2	100	0	0	1	33	0	0	1	33
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	1	50	0	0	1	33	0	0	1	33
Sex	0	0	1	50	1	100	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	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	33	0	0	1	33
Genetics	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 After Hearing	0		2		1		2		0		1	
Race	0	0	2	100	0	0	1	50	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	1	50	0	0	1	50	0	0	1	100
Sex	0	0	1	50	1	100	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	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	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
							ı					
Findings Without	0		0		0		1		0		2	
Hearing	0		U		U				U			
Race	0	0	0	0	0	0	0	0	0	0	1	50
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	1	100	0	0	1	50
Genetics	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
		-	-	-	C	omparativ	e Data	-		-	-	-

Findings of Discrimination				Prev	ious Fisc	cal Year D	ata				201	19
Rendered by Issue											Th	ru
	201	14	201	.5	20	016	201	L7	20	18	30-9	Sep
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		0		3	
Appointment/H ire	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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Actio	n											
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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	50	0	0	0	0	0	0	0	0
Examination/Te st	0	0	0	0	0	0	0	0	0	0	0	0
Harassment									1			
Non-Sexual	0	0	0	0	1	100	0	0	0	0	1	33
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
Promotion/No n-Selection	0	0	1	50	0	0	2	67	0	0	0	0
Reassignment				Т	1	1	T		Т	Т	1	
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 Accommodatio n Disability	0	0	0	0	0	0	1	33	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodatio	0	0	0	0	0	0	0	0	0	0	0	0
n Retirement	0	0	0	0	0	0	0	0	0	0	0	0

6		I		1	Ī	I		I	Ī		I	1
Sex- Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	50	0	0	0	0	0	0	0	0
Terms/Conditio												
ns of	0	0	0	0	0	0	0	0	0	0	1	33
Employment												
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	1	33
Other - User Defi	ne				1				ı		1	
Findings After	0		2		1		2		0		1	
Hearing	O		2				2		U			
Appointment/H	0	0	0	0	0	0	0	0	0	0	0	0
ire	O	U	U	0	U	U	U	U	U	U	U	U
Assignment of	0	0	0	0	0	0	0	0	0	0	0	0
Duties	O	U	U	0	U	U	U	U	U	U	U	U
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to												
Full Time/Perm	0	0	0	0	0	0	0	0	0	0	0	0
Status												
Disciplinary Action	n							•				
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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./	-			50	_					_	_	
Appraisal	0	0	1	50	0	0	0	0	0	0	0	0
Examination/Te	•				_		_		_		_	
st	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		ı							1			
Non-Sexual	0	0	0	0	1	100	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical	•		0		_	_	_		_	0	_	_
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
Promotion/No	•			50	_		_	400	_		_	
n-Selection	0	0	1	50	0	0	2	100	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												
Accommodatio	0	0	0	0	0	0	0	0	0	0	0	0
n Disability												

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Promotion/No	0	0	0	0	0	0	0	0	0	0	0	0
n-Selection	U	U	O	U	O	U	U	U	O	U	O	U
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												
Accommodatio	0	0	0	0	0	0	1	100	0	0	0	0
n Disability												
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious												
Accommodatio	0	0	0	0	0	0	0	0	0	0	0	0
n												
Retirement	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
Stereotyping	U	0	U	0	U	U		"	U	"	U	"
Telework	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
Terms/Conditio												
ns of	0	0	0	0	0	0	0	0	0	0	1	50
Employment												
Time and	0	0	0	0	0	0	0	0	0	0	0	0
Attendance	U	U	O	U	U	U	U	U	0	U	U	U
Training	0	0	0	0	0	0	0	0	0	0	1	50
Other - User Defi	ine		-									

Other - User Defi	ne					
Pending Complaints Filed in			Compara	ative Da	ta	
Previous Fiscal Years by Status		Previo	us Fiscal Y	ear Data	a	2019 Thru
•	2014	2015	2016	2017	2018	30-Sep
Total complaints from previous Fiscal Years	178	183	198	217	223	268
Total Complainants	174	179	194	215	220	262
Number complain	ints per	nding				
Investigation	45	42	53	106	44	17
ROI issued, pending Complainant's action	7	3	1	2	10	20
Hearing	98	103	94	91	102	137
Final Agency Action	24	31	36	16	48	94

Appeal with EEOC Office of Federal Operations	192	76	192	193	198	205
Complaint			Compara	ative Da	ta	2019
Investigations	I	Previo	us Fiscal Y	ear Data	a	Thru
	2014	2015	2016	2017	2018	30-Sep
Pending Complaints Where						