

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

NOAA

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

| Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Number of Complaints Filed | 40 | 39 | 50 | 53 | 66 | 46 |
| Number of Complainants | 39 | 39 | 48 | 53 | 64 | 44 |
| Repeat Filers | 1 | 0 | 2 | 0 | 2 | 2 |

| Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 10 | 15 | 21 | 15 | 27 | 14 |
| Color | 3 | 4 | 3 | 8 | 12 | 9 |
| Religion | 2 | 4 | 2 | 1 | 2 | 2 |
| Reprisal | 20 | 21 | 24 | 31 | 40 | 39 |
| Sex | 13 | 13 | 17 | 20 | 28 | 17 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| PDA | 0 | 0 | 0 | 1 | 1 | 0 |
| National Origin | 4 | 4 | 6 | 6 | 8 | 10 |
| Equal Pay Act | 2 | 1 | 1 | 1 | 0 | 0 |
| Age | 16 | 12 | 20 | 19 | 33 | 21 |
| Disability | 14 | 17 | 17 | 14 | 26 | 20 |
| Genetics | 1 | 1 | 0 | 0 | 1 | 0 |
| Non-EEO | 1 | 2 | 0 | 1 | 2 | 0 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Appointment/Hire | 3 | 2 | 4 | 3 | 4 | 1 |
| Assignment of Duties | 13 | 11 | 13 | 17 | 23 | 18 |
| Awards | 3 | 0 | 1 | 3 | 6 | 1 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 1 | 0 | 0 | 0 | 0 |
| Reprimand | 2 | 0 | 5 | 6 | 5 | 7 |
| Suspension | 1 | 0 | 2 | 6 | 2 | 5 |
| Removal | 1 | 0 | 1 | 0 | 0 | 0 |
| Other | 0 | 0 | 2 | 1 | 1 | 0 |
| Duty Hours | 1 | 1 | 1 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 14 | 10 | 15 | 23 | 22 | 13 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |

| | | | | | | |
|-------------------------------------|----|----|----|----|----|----|
| Non-Sexual | 26 | 23 | 24 | 37 | 35 | 31 |
| Sexual | 1 | 2 | 0 | 2 | 3 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 2 | 1 | 0 | 5 | 1 | 0 |
| Promotion/Non-Selection | 4 | 6 | 7 | 7 | 14 | 7 |
| Reassignment | | | | | | |
| Denied | 0 | 2 | 1 | 2 | 5 | 0 |
| Directed | 2 | 1 | 1 | 2 | 1 | 2 |
| Reasonable Accommodation Disability | 9 | 8 | 8 | 4 | 11 | 14 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 1 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 9 | 7 | 8 | 4 |
| Termination | 3 | 2 | 8 | 3 | 10 | 6 |
| Terms/Conditions of Employment | 11 | 12 | 9 | 9 | 15 | 15 |
| Time and Attendance | 11 | 8 | 9 | 14 | 12 | 12 |
| Training | 4 | 5 | 5 | 7 | 10 | 4 |
| Other | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| User Defined - Other 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 |

| Processing Time | Comparative Data | | | | | |
|--|---------------------------|--------|--------|--------|--------|---------------|
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 185.41 | 204.36 | 186.37 | 181.30 | 202.41 | 211.65 |
| Average number of days in final action | 43.29 | 102.53 | 25.77 | 29.62 | 22.83 | 32.76 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 195.06 | 239.64 | 195.93 | 188.32 | 221.05 | 223.03 |
| Average number of days in final action | 22.88 | 13.83 | 8.50 | 18.86 | 11.33 | 14.79 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 176.83 | 178.37 | 183.82 | 175.50 | 191.35 | 204.64 |
| Average number of days in final action | 55.85 | 143.46 | 35.38 | 35.00 | 42.57 | 46.00 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Total Complaints Dismissed by Agency | 0 | 0 | 0 | 0 | 0 | 0 |
| Average days pending prior to dismissal | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 3 | 1 | 0 | 5 | 3 | 4 |

| | | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2019Thru09-30 | |
| | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 2 | | 0 | | 3 | | 1 | | 2 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 | 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 Action | | | | | | | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 1 | 50 | 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 | 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 | 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 | 50 | 0 | 0 | 1 | 33 | 1 | 100 | 1 | 50 |
| 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/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 | 0 | 0 | 1 | 50 |

| | | | | | | | | | | | | |
|-------------------------------------|---|---|---|----|---|---|---|----|---|---|---|---|
| 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 - User Define | | | | | | | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 0 | | 2 | | 0 | | 2 | | 1 | | 2 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 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 Action | | | | | | | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 1 | 50 | 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 | 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 | 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 | | | | | | | | | | | | |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Total complaints from previous Fiscal Years | 38 | 33 | 30 | 37 | 38 | 41 |
| Total Complainants | 35 | 31 | 29 | 37 | 38 | 41 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 0 | 1 | 3 | 0 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 35 | 30 | 25 | 32 | 33 | 36 |
| Final Agency Action | 4 | 4 | 4 | 1 | 5 | 4 |
| Appeal with EEOC Office of Federal Operations | 3 | 0 | 3 | 3 | 3 | 3 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 1 | 1 | 3 | 0 | 0 |