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

## National Institute of Standards and Technology

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

			Cor	nparati	ive Data	a
Complaint Activity	Pr	revious	Fiscal Y	Year Da	ata	2019Thru09-30
	2014	2015	2016	2017	2018	20191111009-50
Number of Complaints Filed	8	14	12	22	14	12
Number of Complainants	8	14	12	21	14	12
Repeat Filers	0	0	0	1	0	0

Complaints by Pasis			Com	parativ	ve Data	l
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30
Race	4	3	3	7	6	5
Color	2	0	1	4	6	1
Religion	0	0	0	0	1	1

Reprisal	5	5	8	9	8	8
Sex	3	7	5	7	6	6
PDA	0	0	0	0	0	0
National Origin	3	4	2	3	3	4
Equal Pay Act	0	0	0	0	0	0
Age	7	6	5	10	2	3
Disability	1	4	5	7	2	5
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	1	0	0
Complaints by Issue			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30
Appointment/Hire	0	2	3	1	1	0
Assignment of Duties	4	3	1	7	3	2
Awards	0	1	0	1	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	0	1	1	4	0	2
Suspension	0	1	1	2	1	1
Removal	0	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0

Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	7	7	10	7	4
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	2	0	0
Promotion/Non-Selection	3	2	0	3	2	1
Reassignment	-	-		·	·	
Denied	0	0	0	0	1	0
Directed	1	1	0	0	2	1
Reasonable Accommodation Disability	0	0	2	3	1	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	1	0
Termination	1	1	2	2	1	1
Terms/Conditions of Employment	2	2	2	6	6	2
Time and Attendance	0	2	1	5	1	0
Training	1	1	0	0	0	2
Other	-	-		·	·	·
User Defined - Other 1	0	0	0	0	0	1
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

				Co	omp	ara	ative I	Data	
Processing Time		Previo	us Fi	isca	al Y	ear	. Data		2019Thru09
	2014	2015		201	6	2	017	2018	30
Complaints pending during	g fiscal y	ear							1
Average number of days in investigation	208.00	198.5	0 1	85.	23	19	01.07	178.07	219.50
Average number of days in final action	56.50	31.57	7 2	20.2	21	8	3.38	16.08	18.75
Complaint pending during	fiscal ye	ar when	e he	arii	ng w	/as	reques	sted	1
Average number of days in investigation	216.75	209.4	0 2	12.	80	18	39.22	184.00	219.60
Average number of days in final action	0	30.67	7 ]	0.8	33	4	.33	10.50	10.67
Complaint pending during	fiscal ye	ar when	e he	ariı	ng w	/as	not re	quested	1
Average number of days in investigation	190.50	190.7	1 1	68.	00	19	93.83	175.71	274.67
Average number of days in final action	56.50	32.25	5 2	27.2	25	2	0.50	21.17	23.60
					С	om	parat	ive Data	ļ
Complaints Dismissee Agency	d by	Pre	eviou	ıs I	Fisca	al Y	(ear D	ata	2019Thru09
8		2014	201	5	201	6	2017	2018	30
Total Complaints Dismiss Agency	ed by	0	0		0		0	0	0
Average days pending prio dismissal	or to	0	0		0		0	0	0
Com	plaints V	Withdr	awn	by	Co	mp	lainaı	nts	
Total Complaints Withdra Complainants	wn by	0	0		0		0	2	0

						C	Comp	ara	tive	Da	ta		
Total Final Agency			Pr	evi	ous l	Fisc	cal Y	ear	Dat	a		2019Thru09-	
Actions Finding Discrimination	20	)14		201	5	20	16	20	)17	20	)18		30
	#	%	<b>b</b> #	ŧ .	%	#	%	#	%	#	%	#	%
Total Number Findings	0		(	)		1		0		0		0	
Without Hearing	0	0	(	)	0	1	100	0	0	0	0	0	0
With Hearing	0	0	(	)	0	0	0	0	0	0	0	0	0
Findings of Discrimination		Comparative Data							·				
Rendered by Basis	Previous Fiscal Year Data								2019	Thru09			
Note: Complaints can be filed	1 2	201		20	015	2016		2	017	2	018		30
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	ŧ	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	C	)		0		0		0		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	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	C	)	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

Findings After Hearing	0		0		0		0		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	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
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 Without Hearing	0		0		0		0		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	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
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
					(	Com	par	ative	e Da	nta		
Findings of Discrimination		Р	rev	ious	Fis	cal Y	ear	r Da	ta		2019	Fhru09-
Rendered by Issue	20	)14	20	)15	20	)16	20	)17	20	)18		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0	-	0		0		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/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	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	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	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
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	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
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	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 - 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
			1		1		1		1		-	
Findings After Hearing	0		0		0		0		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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

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	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	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
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	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
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	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 - 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		0		0		0		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/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	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	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	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
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	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
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	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 - 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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-
	2014	2015	2016	2017	2018	30
Total complaints from previous Fiscal Years	15	12	9	10	10	5
Total Complainants	12	11	9	10	10	5
Number complaints pending		-	·	-		
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	14	11	9	10	9	3
Final Agency Action	0	0	0	0	1	2
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0
<b>Complaint Investigations</b>	Comparative Data					
	Pro	evious	2019Thru09-			
	2014	2015	2016	2017	2018	30
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0