

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Census Bureau - Permanent Workforce

**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	62	72	89	74	65	64
Number of Complainants	59	65	83	73	61	61
Repeat Filers	3	6	6	1	4	3

Complaints by Basis	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	
Race	19	22	39	27	24	24
Color	0	8	15	10	11	17
Religion	3	8	9	5	8	10
Reprisal	30	47	49	39	43	40
Sex	15	17	37	22	23	25
PDA	1	0	0	1	0	0

National Origin	3	10	18	9	9	8
Equal Pay Act	0	0	0	0	0	0
Age	19	26	35	26	19	25
Disability	28	26	32	39	39	31
Genetics	0	0	0	0	0	0
Non-EEO	2	3	4	3	2	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Appointment/Hire	1	7	2	4	8	4
Assignment of Duties	11	24	15	14	20	20
Awards	0	1	0	1	1	0
Conversion to Full Time/Perm Status	1	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	7	5	5	9	2	2
Suspension	5	9	1	4	5	0
Removal	0	0	1	0	0	0
Other	0	0	1	2	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	6	19	17	17	17	13
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	22	40	47	35	41	28

Sexual	3	3	1	5	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	6	6	4	0	2
Promotion/Non-Selection	5	6	7	7	7	6
<b>Reassignment</b>						
Denied	1	0	1	2	1	1
Directed	2	1	3	0	2	0
Reasonable Accommodation Disability	12	13	11	18	16	9
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	2	0	0
Retirement	0	0	0	0	0	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	4	5	3	0
Termination	16	12	21	16	12	29
Terms/Conditions of Employment	8	15	17	16	13	16
Time and Attendance	10	7	7	14	13	7
Training	2	2	6	5	3	3
<b>Other</b>						
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	188.46	162.39	180.97	170.11	171.25	211.90
Average number of days in final action	37.50	39.87	26.72	17.76	12.00	22.11
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	182.33	181.68	198.15	168.96	182.91	218.76
Average number of days in final action	26.15	21.53	18.00	5.33	6.67	11.62
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	197.16	143.09	163.00	170.47	151.82	205.25
Average number of days in final action	50.91	57.06	33.50	23.28	26.88	36.67
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	0	1	0	0	0	0
Average days pending prior to dismissal	0	197	0	0	0	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	3	4	3	3	6	4





Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru09-30</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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











<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Total complaints from previous Fiscal Years	48	46	44	60	71	66
Total Complainants	44	41	39	52	67	61
<b>Number complaints pending</b>						
Investigation	0	0	0	0	1	2
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	44	44	42	58	69	62
Final Agency Action	4	2	1	1	1	3
Appeal with EEOC Office of Federal Operations	1	0	1	1	1	1
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	0	1	2