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

Department of Commerce (excluding US PTO)

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

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2019Thru09-30						
	2014	2015	2016	2017	2018	2019111ru09-30						
Number of Complaints Filed	139	167	188	178	188	199						
Number of Complainants	134	154	177	174	181	189						
Repeat Filers	5	11	11	4	7	10						

Complaints by Docis		Comparative Data											
Complaints by Basis	Pro	evious	Fiscal \	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	46	53	80	60	74	72							
Color	7	18	24	28	38	40							
Religion	5	13	13	7	15	23							
Reprisal	69	102	106	101	123	131							
Sex	41	53	80	66	78	85							

PDA	1	1	1	3	1	0
National Origin	16	22	33	20	27	35
Equal Pay Act	2	1	1	1	0	0
Age	49	63	74	67	71	81
Disability	50	65	64	72	79	92
Genetics	1	1	1	1	2	0
Non-EEO	5	6	6	5	5	3
			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	7	17	10	10	17	11
Assignment of Duties	35	47	39	46	66	54
Awards	3	4	2	6	8	2
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	0	0	2
Reprimand	14	8	13	23	9	15
Suspension	6	11	5	14	12	8
Removal	1	1	3	0	0	0
Other	3	7	6	3	1	0
Duty Hours	2	1	1	1	0	1
Perf. Eval./ Appraisal	32	40	44	51	65	40
Examination/Test	0	0	0	1	0	0
Harassment						

Non-Sexual	65	92	101	98	111	108
Sexual	5	7	2	10	4	8
Medical Examination	0	0	0	0	0	0
Pay including overtime	5	7	8	11	1	10
Promotion/Non-Selection	21	23	21	21	28	23
Reassignment						
Denied	2	2	3	7	8	1
Directed	5	3	5	2	6	4
Reasonable Accommodation Disability	24	28	27	30	37	33
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	2	0	0
Retirement	0	0	1	2	2	4
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	21	18	19	8
Termination	20	25	39	24	29	69
Terms/Conditions of Employment	28	37	37	43	49	60
Time and Attendance	25	22	22	40	31	29
Training	9	10	16	15	16	15
Other						
User Defined - Other 1	4	2	1	0	2	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

			(Comp	ar	ative I	Data	
Processing Time		Previo	us Fis	cal Y	ear	r Data		2019Thru09-
	2014	2015	20)16	2	2017	2018	30
Complaints pending during	g fiscal y	ear						
Average number of days in investigation	188.81	176.9	4 18	2.35	17	79.64	183.43	213.86
Average number of days in final action	36.95	52.27	23	3.81	2	2.01	16.48	26.42
Complaint pending during	fiscal ye	ar wher	e hear	ing v	vas	reque	sted	
Average number of days in investigation	191.08	196.3	6 19	3.49	18	32.84	193.56	224.13
Average number of days in final action	19.80	15.61	. 12	2.53	1	4.00	8.66	13.28
Complaint pending during	fiscal ye	ar wher	e hear	ing v	vas	not re	quested	
Average number of days in investigation	189.55	163.4	7 17	2.19	17	75.47	173.32	206.26
Average number of days in final action	51.78	84.23	3 32	32.26		8.49	29.72	39.10
				C	om	ıparat	ive Data	
Complaints Dismissed Agency	l by	Pre	evious	Fisc	al Y	Year D	ata	2019Thru09-
B√		2014	2015	201	16	2017	2018	30
Total Complaints Dismisso Agency	ed by	1	1	0		0	1	0
Average days pending price dismissal	or to	15	197	0	١	0	13	0
Com	plaints V	Withdr	awn b	y Co	mp	olainai	nts	
Total Complaints Withdra Complainants	wn by	9	7	6	5 33		13	12

					(Com	par	ative	Da	ta		
Total Final Agency]	Prev	vious	Fis	cal Y	Yea	r Dat	ta		2019	Chru09
Actions Finding Discrimination	20	14	20	015	2	016	20	017	2	018		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		0		3		1		2	
Without Hearing	0	0	3	100	0	0	2	67	1	100	2	100
With Hearing	0	0	0	0	0	0	1	33	0	0	0	0
Findings of												
Discrimination Rendered by Basis			Pre	vious	s Fi	scal	Yea	r Da	ta		2019	Thru09
Note: Complaints can be	20	2014 2015			20	16	20	017	2	018		30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		0		3		1		2	
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	3	75	0	0	1	33	0	0	1	50
Sex	0	0	0	0	0	0	1	33	1	100	1	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	25	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	25	0	0	1	33	0	0	0	0
Disability	0	0	0	0	0	0	1	33	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

Findings After Hearing	0		0		0		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	0	0	1	100	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	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		4		0		2		1		2	
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	3	75	0	0	0	0	0	0	1	50
Sex	0	0	0	0	0	0	1	50	1	100	1	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	25	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	25	0	0	1	50	0	0	0	0
Disability	0	0	0	0	0	0	0	0	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
						Con	npa	rative	e Da	ıta		
Findings of Discrimination Rendered]	Pre	viou	s Fi	scal	Yea	ar Da	ta		20197	Γhru09-
by Issue	20)14	20)15	20)16	2	017	2	018		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		0		3		1		2	
Appointment/Hire	0	0	0	0	0	0	1	33	0	0	0	0
Assignment of Duties	0	0	1	25	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	25	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	1	25	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	2	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

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	1	33	0	0	1	50
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	1	50
Terms/Conditions of Employment	0	0	1	25	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	1	33	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	1	25	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 After Hearing	0		0		0		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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Action		I									1	
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	1	100	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		4		0		2		1		2	
Appointment/Hire	0	0	0	0	0	0	1	50	0	0	0	0
Assignment of Duties	0	0	1	25	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	25	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	1	25	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	2	50	0	0	1	50	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	50	0	0	1	50
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	1	50
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	1	50
Terms/Conditions of Employment	0	0	1	25	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	1	50	0	0	0	0
Other - User Define											•	
User Defined - Other 1	0	0	1	25	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	154	143	143	140	147	144
Total Complainants	142	134	135	130	138	136
Number complaints pending		-		-		
Investigation	25	24	24	0	1	2
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	109	102	104	127	132	124
Final Agency Action	18	13	13	9	11	15
Appeal with EEOC Office of Federal Operations	13	13	13	13	13	13
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-
	2014	2015	2016	2017	2018	30
Pending Complaints Where Investigations Exceed Required Time Frames	7	7	7	0	2	2