

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

Bureau of the Census: Permanent Workforce

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	72	89	74	65	64	19
Number of Complainants	65	83	73	61	61	19
Repeat Filers	6	6	1	4	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	22	39	27	24	24	6
Color	8	15	10	11	17	3
Religion	8	9	5	8	10	2
Reprisal	47	49	39	43	40	12
Sex	17	37	22	23	25	4

PDA	0	0	1	0	0	0
National Origin	10	18	9	9	8	2
Equal Pay Act	0	0	0	0	0	0
Age	26	35	26	19	25	6
Disability	26	32	39	39	31	9
Genetics	0	0	0	0	0	0
Non-EEO	3	4	3	2	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	7	2	4	8	4	0
Assignment of Duties	24	15	14	20	20	5
Awards	1	0	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	2
Reprimand	5	5	9	2	2	0
Suspension	9	1	4	5	0	0
Removal	0	1	0	0	0	0
Other	0	1	2	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	19	17	17	17	13	2
Examination/Test	0	0	0	0	0	0
Harassment						

Non-Sexual	40	47	35	41	28	11
Sexual	3	1	5	1	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	6	6	4	0	2	2
Promotion/Non-Selection	6	7	7	7	6	2
Reassignment						
Denied	0	1	2	1	1	0
Directed	1	3	0	2	0	0
Reasonable Accommodation Disability	13	11	18	16	9	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	2	0	0	0
Retirement	0	0	0	0	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	4	5	3	0	0
Termination	12	21	16	12	29	4
Terms/Conditions of Employment	15	17	16	13	16	3
Time and Attendance	7	7	14	13	7	3
Training	2	6	5	3	3	2
Other						
User Defined - Other 1	0	0	0	1	0	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					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	162.39	180.97	170.11	171.25	211.90	199.62
Average number of days in final action	39.87	26.72	17.76	12.00	22.11	23.23
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	181.68	198.15	168.96	182.91	218.76	212.40
Average number of days in final action	21.53	18.00	5.33	6.67	11.62	2.80
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	143.09	163.00	170.47	151.82	205.25	178.33
Average number of days in final action	57.06	33.50	23.28	26.88	36.67	34.71
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	1	0	0	0	0	0
Average days pending prior to dismissal	197	0	0	0	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	4	3	3	6	4	3

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										2020Thru12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	46	44	60	71	66	102
Total Complainants	41	39	52	67	61	92
Number complaints pending						
Investigation	0	0	0	1	2	20
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	44	42	58	69	62	75
Final Agency Action	2	1	1	1	3	5
Appeal with EEOC Office of Federal Operations	0	1	1	1	1	1
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	1	2	1