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

ational Institute of Standards on

National Institute of Standards and Technology

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

			Cor	nparati	ive Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2020Thru12-31
	2015	2016	2017	2018	2019	20201111012-51
Number of Complaints Filed	14	12	22	14	12	4
Number of Complainants	14	12	21	14	12	4
Repeat Filers	0	0	1	0	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.	2015	2016	2017	2018	2019	2020Thru12- 31
Race	3	3	7	6	5	1
Color	0	1	4	6	1	0
Religion	0	0	0	1	1	0

Reprisal	5	8	9	8	8	4
Sex	7	5	7	6	6	1
PDA	0	0	0	0	0	0
National Origin	4	2	3	3	4	0
Equal Pay Act	0	0	0	0	0	0
Age	6	5	10	2	3	2
Disability	4	5	7	2	5	2
Genetics	0	0	0	0	0	0
Non-EEO	1	0	1	0	0	0
Complaints by Issue			Com	parativ	ve Data	l
Complaints by issue	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Appointment/Hire	2	3	1	1	0	1
Assignment of Duties	3	1	7	3	2	0
Awards	1	0	1	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action		·	-	-	·	
Demotion	0	0	0	0	1	0
Reprimand	1	1	4	0	2	0
Suspension	1	1	2	1	1	1
Removal	1	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal						

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

				С	omp	ar	ative I	Data	
Processing Time		Previo	us	Fisc	al Y	ear	. Data		2020Thru12
	2015	2016	5	201	17	2	018	2019	31
Complaints pending durin	g fiscal y	ear							•
Average number of days in investigation	198.50	185.2	3	191	.07	17	8.07	219.50	0
Average number of days in final action	31.57	20.21	L	8.3	8	1	6.08	18.75	23.67
Complaint pending during	fiscal ye	ar when	re l	neari	ng w	vas	reques	sted	1
Average number of days in investigation	209.40	212.8	0	189	.22	18	34.00	219.60	0
Average number of days in final action	30.67	10.83	3	4.3	3	1	0.50	10.67	14.00
Complaint pending during	fiscal ye	ar when	re ł	neari	ng w	vas	not re	quested	1
Average number of days in investigation	190.71	168.0	0	193	.83	17	5.71	274.67	0
Average number of days in final action	32.25	27.25	5	20.	50	2	1.17	23.60	0
					С	om	parat	ive Data	
Complaints Dismisse Agency	d by	Pre	evi	ous l	Fisca	al Y	ar D	Data	2020Thru12
		2015	20	016	201	17	2018	2019	31
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
Con	plaints V	Withdr	aw	n by	v Co	mp	lainai	nts	
Total Complaints Withdra Complainants	wn by	0		0	0		2	0	0

	Comparative Dat Previous Fiscal Year Data									ta			
Total Final Agency		F	Pre	vic	ous I	Fisc	al Y	ear	Data	a		20201	Thru12-
Actions Finding Discrimination	20	15	2	201	16	20	17	20	18	20)19		31
	#	%	#		%	#	%	#	%	#	%	#	%
Total Number Findings	0		1			0		0		0		0	
Without Hearing	0	0	1	1	00	0	0	0	0	0	0	0	0
With Hearing	0	0	0		0	0	0	0	0	0	0	0	0
Findings of Discrimination		Comparative Data											
Rendered by Basis	Previous Fiscal Year Data										2020Thru1		
Note: Complaints can be filed	! 2	2015	5	20)16	20	017	2	018	2	019		31
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	•/	, D	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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 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	(ea	r Dat	ta		2020	Chru12-
Rendered by Issue	20)15	20)16	20)17	20)18	20)19		31
	#	%	#	%	#	%	#	%	#	%	#	%
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					2020Thru12-
	2015	2016	2017	2018	2019	31
Total complaints from previous Fiscal Years	12	9	10	10	5	9
Total Complainants	11	9	10	10	5	9
Number complaints pending		-	·	-		
Investigation	0	0	0	0	0	5
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	11	9	10	9	3	4
Final Agency Action	0	0	0	1	2	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0
Complaint Investigations	Comparative Data					
	Pro	evious	2020Thru12-			
	2015	2016	2017	2018	2019	31
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0