

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

**National Institute of Standards and
Technology**

**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	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 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	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	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	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	2	2	4	4	2	1

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

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	198.50	185.23	191.07	178.07	219.50	0
Average number of days in final action	31.57	20.21	8.38	16.08	18.75	23.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	209.40	212.80	189.22	184.00	219.60	0
Average number of days in final action	30.67	10.83	4.33	10.50	10.67	14.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	190.71	168.00	193.83	175.71	274.67	0
Average number of days in final action	32.25	27.25	20.50	21.17	23.60	0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	0	0	0	0	0	0
Average days pending prior to dismissal	0	0	0	0	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	0	2	0	0

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	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					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0