

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

## NOAA

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	39	50	53	66	46	6
Number of Complainants	39	48	53	64	44	6
Repeat Filers	0	2	0	2	2	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	15	21	15	27	14	2
Color	4	3	8	12	9	0
Religion	4	2	1	2	2	1
Reprisal	21	24	31	40	39	2
Sex	13	17	20	28	17	2
PDA	0	0	1	1	0	0

National Origin	4	6	6	8	10	0
Equal Pay Act	1	1	1	0	0	0
Age	12	20	19	33	21	2
Disability	17	17	14	26	20	2
Genetics	1	0	0	1	0	0
Non-EEO	2	0	1	2	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	2	4	3	4	1	0
Assignment of Duties	11	13	17	23	18	1
Awards	0	1	3	6	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	0
Reprimand	0	5	6	5	7	0
Suspension	0	2	6	2	5	0
Removal	0	1	0	0	0	0
Other	0	2	1	1	0	0
Duty Hours	1	1	0	0	0	0
Perf. Eval./ Appraisal	10	15	23	22	13	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	23	24	37	35	31	3

Sexual	2	0	2	3	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	5	1	0	0
Promotion/Non-Selection	6	7	7	14	7	0
<b>Reassignment</b>						
Denied	2	1	2	5	0	0
Directed	1	1	2	1	2	0
Reasonable Accommodation Disability	8	8	4	11	14	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	9	7	8	4	1
Termination	2	8	3	10	6	1
Terms/Conditions of Employment	12	9	9	15	15	0
Time and Attendance	8	9	14	12	12	2
Training	5	5	7	10	4	0
<b>Other</b>						
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	204.36	186.37	181.30	202.41	211.65	235.78
Average number of days in final action	102.53	25.77	29.62	22.83	32.76	14.71
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	239.64	195.93	188.32	221.05	223.03	283.00
Average number of days in final action	13.83	8.50	18.86	11.33	14.79	12.60
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	178.37	183.82	175.50	191.35	204.64	229.33
Average number of days in final action	143.46	35.38	35.00	42.57	46.00	10.00
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
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	0	5	3	4	2





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>2020Thru12- 31</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</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>	2		0		3		1		2		0	
Appointment/Hire	0	0	0	0	1	33	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	1	50	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	1	50	0	0	1	33	1	100	1	50	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	1	33	0	0	1	50	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
<b>Findings Without Hearing</b>	2		0		2		1		2		0	
Appointment/Hire	0	0	0	0	1	50	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	1	50	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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru12-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total complaints from previous Fiscal Years	33	30	37	38	41	65
Total Complainants	31	29	37	38	41	65
<b>Number complaints pending</b>						
Investigation	0	1	3	0	0	16
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	30	25	32	33	36	41
Final Agency Action	4	4	1	5	4	4
Appeal with EEOC Office of Federal Operations	0	3	3	3	3	3
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru12-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	3	0	0	0