

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

## Census Bureau (Permanent)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	72	89	74	65	64	30
Number of Complainants	65	83	73	61	61	30
Repeat Filers	6	6	1	4	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	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	9
Color	8	15	10	11	17	7
Religion	8	9	5	8	10	3
Reprisal	47	49	39	43	40	19
Sex	17	37	22	23	25	8
PDA	0	0	1	0	0	0
National Origin	10	18	9	9	8	4
Equal Pay Act	0	0	0	0	0	0

Age	26	35	26	19	25	9
Disability	26	32	39	39	31	13
Genetics	0	0	0	0	0	0
Non-EEO	3	4	3	2	1	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru03-31</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	7	2	4	8	4	2
Assignment of Duties	24	15	14	20	20	11
Awards	1	0	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	2
Reprimand	5	5	9	2	2	2
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	1
Perf. Eval./ Appraisal	19	17	17	17	13	6
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	40	47	35	41	28	22
Sexual	3	1	5	1	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	6	6	4	0	2	4
Promotion/Non-Selection	6	7	7	7	6	3
<b>Reassignment</b>						
Denied	0	1	2	1	1	0

Directed	1	3	0	2	0	0
Reasonable Accommodation Disability	13	11	18	16	9	5
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	2
Termination	12	21	16	12	29	10
Terms/Conditions of Employment	15	17	16	13	16	8
Time and Attendance	7	7	14	13	7	4
Training	2	6	5	3	3	2
<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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru03-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	162.39	180.97	170.11	171.25	211.90	200.64
Average number of days in final action	39.87	26.72	17.76	12.00	22.11	16.87
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	204.62
Average number of days in final action	21.53	18.00	5.33	6.67	11.62	2.25
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	199.94





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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru03-31</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>	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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
<b>Reassignment</b>												



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
<b>Findings Without Hearing</b>	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2020Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total complaints from previous Fiscal Years	46	44	60	71	66	89						
Total Complainants	41	39	52	67	61	81						
<b>Number complaints pending</b>												
Investigation	0	0	0	1	2	5						
ROI issued, pending Complainant's action	0	0	0	0	0	6						
Hearing	44	42	58	69	62	71						
Final Agency Action	2	1	1	1	3	5						
Appeal with EEOC Office of Federal Operations	0	1	1	1	1	1						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2020Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	1	2	1						