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

NOAA

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

Comparative Data

	Comparative Data													
Complaint Activity	Pr	evious	Fiscal	Year	Data	2020Thru03-3								
	2015	2016	2017	201	8 201		J201 nru03-31							
Number of Complaints Filed	39	50	53	66	46	5	25							
Number of Complainants	39	48	53	64	44	1	24							
Repeat Filers	0	2	0	2	2		1							
Constitute Design		Comparative Data												
Complaints by Basis		Pre	vious 1	Fiscal `	Year I	Data								
Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints filed.	ı of	2015	2016	2017	2018	2019	2020Thru03- 31							
Race		15	21	15	27	14	10							
Color		4	3	8	12	9	3							
Religion		4	2	1	2	2	3							
Reprisal		21	24	31	40	39	16							
Sex		13	17	20	28	17	8							
PDA		0	0	1	1	0	0							
National Origin		4	6	6	8	10	4							
Equal Pay Act		1	1	1	0	0	0							

Age	12	20	19	33	21	8
Disability	17	17	14	26	20	8
Genetics	1	0	0	1	0	0
Non-EEO	2	0	1	2	0	0
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious I	Fiscal `	Year I)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	2020Thru03- 31
Appointment/Hire	2	4	3	4	1	0
Assignment of Duties	11	13	17	23	18	7
Awards	0	1	3	6	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	0	5	6	5	7	3
Suspension	0	2	6	2	5	1
Removal	0	1	0	0	0	1
Other	0	2	1	1	0	0
Duty Hours	1	1	0	0	0	0
Perf. Eval./ Appraisal	10	15	23	22	13	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	23	24	37	35	31	16
Sexual	2	0	2	3	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	5	1	0	2
Promotion/Non-Selection	6	7	7	14	7	5
Reassignment						
·			2	5		

Directed		1	1	2	1	2	0				
Reasonable Accommodation I	Disability	8	8	4	11	14	4				
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	2				
Termination		2	8	3	10	6	2				
Terms/Conditions of Employn	nent	12	9	9	15	15	8				
Time and Attendance		8	9	14	12	12	7				
Training		5	5	7	10	4	4				
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				
			Con	ıpara	tive	Data					
Processing Time	P	revious	Fiscal	Year	Dat	a	2020Thru03-				
	2015	2016	2017	20	18	2019	31				
Complaints pending during fis	cal year										
Average number of days in investigation	204.36	186.37	181.30	202	2.41	211.65	248.81				
Average number of days in final action	102.53	25.77	29.62	22.	.83	32.76	16.80				
Complaint pending during fisc	al year v	vhere he	aring w	as rec	quest	ted					
Average number of days in investigation	239.64	195.93	188.32	2 221	.05	223.03	291.00				
Average number of days in final action	13.83	8.50	18.86	11	.33	14.79	11.89				
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	220.55				

Average number of days in final action	143	.46	35	.38	3	35.0	00	00 42.57		4	6.(00	23.00		
							C	om	para	tiv	e l	Data	a		
Complaints Dismissed by A	gen	cy	P	rev	viou	s I	isca	al Y	Zear	Da	ıta	L	2020Thru03- 31		
			201	15	201	16	201	7	2018	3 2	201	19			
Total Complaints Dismissed by Agency	У		0	1	0		0		0		0			1	
Average days pending prior to dismissal			0		0		0		0		0		4	47	
Compla	ints	ts Withdrawn by Complainants													
Total Complaints Withdrawn b Complainants	ру		1		0		5		3		4			2	
		Comparative Data													
Total Final Agency Actions	,		Pre	vio	us l	Fis	cal Y	Yea	ar Da	ata			20207	Γhru03-	
Finding Discrimination		201	5	5 201		16 20		2	018	2	201	19	31		
	#	# 9/	6 #	#	%	#	%	#	%	#	(%	#	%	
Total Number Findings	1		1	L		3		2		2			0		
Without Hearing	() () 1	1	00	2	67	2	100	2	1	00	0	0	
With Hearing	1	1 10	00 0)	0	1	33	0	0	0		0	0	0	
Findings of Discriminatio	n			Comparative Data											
Rendered by Basis			Pı	rev	ious	s F	isca	l Y	ear l	Da	ta		2020Thru03		
Note: Complaints can be filed		20	015	15 20		2	2017	,	2018	3	20)19		31	
alleging multiple bases. The su of the bases may not equal total complaints and findings.		#	%	#	%	#	%)	# 9/	, D	#	%	#	%	
Total Number Findings		2		0		3			1	Ì	2		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	Ì	0 0		0	0	0	0	
Reprisal		1	50	0	0	1	33	3	0 0		1	50	0	0	
Sex		0	0	0	0	1	33	3	1 10	0	1	50	0	0	
PDA		0	0	0	0	0	0		0 0		0	0	0	0	

National Origin	1	50	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	1	33	0	0	0	0	0	0
Disability	0	0	0	0	1	33	0	0	1	50	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		1		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	1	100	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	1	100	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	2		0		2		1		2		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	1	50	0	0	0	0	0	0	1	50	0	0
Sex	0	0	0	0	1	50	1	100	1	50	0	0
PDA		0	0	0	0	0	0	0	0	0	0	0
	0	U	U	U	U		L					
National Origin	1	50	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	1	50	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	1	50	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	pa	rativ	e D	ata			
Findings of Discrimination		Pı	evi	ious	Fi	scal Y	Yea	ır Da	ıta		20207	Thru03-	
Rendered by Issue	20)15	20)16	20	017	20	018	20	19		31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	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	o	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				-									
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	
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	1	33	0	0	1	50	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	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	1	33	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 After Hearing	0		0		1		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	1	100	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	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	•											
Non-Sexual	1	50	0	0	1	50	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	50	0	0	1	50	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	1	50	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	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	1	50	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			
			Comparative Data												
Pending Complaints Filed in Previous Fiscal Years by Statu	C		Pro	evio	2020	Thru03-									
Trevious risear rears by Statu		2	2015		16	201	7	2018	20	019		31			
Total complaints from previous Fis Years	cal		33		30	37		38	41		51				
Total Complainants			31	2	29	37		38	4	41		51			
Number complaints pending															
Investigation			0		1	3		0		0		7			
ROI issued, pending Complainant's action			0		0	0	Ì	0	0			3			
Hearing			30	7	25	32		33	36			36			
Final Agency Action			4		4	1	Ì	5		4		3			
Appeal with EEOC Office of Federal Operations			0		3	3		3		3		3			
		İ		<u> </u>		Co	m	parat	ive	Dat	ta				
Complaint Investigations			Pr	evio	us	Fisca	ıl Y	Year I	Dat	ta	2020'	Thru03-			
		2	015	20)16	201	7	2018	2	019		31			
Pending Complaints Where Investigations Exceed Required Time Frames			1		1	3		0		0		1			