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

Department of Commerce

For 3rd Quarter 2020 for period ending June 30, 2020

	Comparative Data												
Complaint Activity	Pr	evious	Fiscal	Year	Data		20207106 20						
	2015	2016	2017	201	8 201		020Thru06-30						
Number of Complaints Filed	165	188	178	188	19	6	323						
Number of Complainants	155	178	174	181	18	6	319						
Repeat Filers	9	10	4	7	10)	4						
Caralia Da				Com	parati	ve Da	ta						
Complaints by Basis		Pre	vious l	Fiscal `	Year I)ata							
Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints filed.	n of	2015	2016	2017	2018	2019	2020Thru06- 30						
Race		53	80	60	74	72	121						
Color		18	24	28	38	40	49						
Religion		12	13	7	15	23	29						
Reprisal		101	106	100	123	134	168						
Sex		53	80	66	78	86	111						
PDA		1	1	3	1	0	2						
National Origin		21	33	20	27	35	43						
Equal Pay Act		1	1	1	0	0	0						

Age	62	74	66	71	80	112
Disability	62	64	71	79	93	108
Genetics	1	1	1	2	0	0
Non-EEO	6	6	5	5	3	21
		I	Com	 parati	ve Dat	a
Complaints by Issue	Pre					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru06- 30
Appointment/Hire	17	10	10	17	11	30
Assignment of Duties	47	39	46	66	57	72
Awards	4	2	6	8	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	0	0	2	10
Reprimand	9	13	23	9	16	13
Suspension	11	5	14	12	8	3
Removal	1	3	0	0	0	1
Other	0	6	3	1	0	2
Duty Hours	1	1	1	0	1	3
Perf. Eval./ Appraisal	40	42	51	65	43	29
Examination/Test	0	0	1	0	0	1
Harassment						
Non-Sexual	92	101	98	111	109	183
Sexual	8	2	10	4	8	6
Medical Examination	0	0	0	0	0	0
Pay including overtime	7	8	11	1	10	26
Promotion/Non-Selection	23	21	21	28	23	26
Reassignment						
Denied	2	3	7	8	1	4

Directed		3	5	2	6	4	7
Reasonable Accommodation I	Disability	28	27	30	37	35	39
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	0	2	0	0	3
Retirement		0	1	2	2	4	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	20	18	19	9	14
Termination		23	39	24	29	73	148
Terms/Conditions of Employn	nent	37	37	43	49	59	67
Time and Attendance		22	22	40	31	30	42
Training		11	16	15	16	16	28
Other							
User Defined - Other 1		0	1	0	2	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
			Con	npara	tive	Data	
Processing Time	P	revious	Fiscal	Year	Dat	a	2020Thru06-
	2015	2016	2017	20	18	2019	30
Complaints pending during fis	cal year						
Average number of days in investigation	179.06	183.44	179.6	4 183	3.43	213.86	207.80
Average number of days in final action	54.29	25.91	21.78	3 16	.48	26.42	23.49
Complaint pending during fisc	al year v	vhere he	aring v	vas re	quest	ted	
Average number of days in investigation	196.36	195.67	182.9	6 193	3.56	224.13	218.96
Average number of days in final action	16.61	12.06	13.79	8.	66	13.28	9.19
Complaint pending during fisc	al year v	vhere he	aring v	vas no	t req	uested	
Average number of days in investigation	163.53	172.57	175.3	1 173	3.32	206.26	201.24

Average number of days in final action	84.	23	3	6.2	7 2	8.	12	29	9.72	3	9.1	10	36.92			
							Co	om	para	ativ	e I	Data	ı			
Complaints Dismissed by A	geno	e y]	Pre	viou	s I	Tisca	al Y	Year	Da	ıta		2020Thru06-			
			20	2015 20		6	2017		2018		2019		30			
Total Complaints Dismissed by Agency	y		1		0		0		1		13	3	19			
Average days pending prior to dismissal			19	97	0		0		13	9	7.7	77	54	1.58		
Compla	ints	Wi	thd	thdrawn by Complainants												
Total Complaints Withdrawn b Complainants	у			7	6		32		13		12	2		18		
			Comparative Data													
Total Final Agency Actions			Pr	evi	ous I	is	cal `	Ye	ar D	ata	l.		20207	Γhru06-		
Finding Discrimination		2015		20	016 2		017		2018	1	201	19	30			
	#	<i>‡</i> •	%	#	%	#	%	#	%	#		%	#	%		
Total Number Findings	1			3		3		2		2			0			
Without Hearing	()	0	3	100	2	67	2	100	2	1	00	0	0		
With Hearing	1	1	00	0	0	1	33	0	0	0		0	0	0		
Findings of Discrimination	1	Comparative Data														
Rendered by Basis			P	rev	ious	Fi	iscal	ΙΥ	ear l	Dat	a		2020	Thru06-		
Note: Complaints can be filed		20)15	2	016		2017	7	201	8	20)19		30		
alleging multiple bases. The su of the bases may not equal total complaints and findings.		#	%	#	%	#	9/6	, O	# 9	⁄o	#	%	#	%		
Total Number Findings		4		1		3			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		3	75	1	100	1	33	3	0 (0	1	50	0	0		
Sex		0	0	0	0	1	33	3	1 10	00	1	50	0	0		
PDA		0	0	0	0	0	0		0 0	0	0	0	0	0		

National Origin	1	25	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	1	25	1	100	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
	<u> </u>		1	<u> </u>				<u> </u>	<u> </u>			
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	4		1		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	3	75	1	100	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
National Origin	1	25	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	1	25	1	100	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
						Comj	pai	ative	D	ata		
Findings of Discrimination		P	rev	ious	Fis	cal Y	'ea	r Da	ta		2020	Thru06-
Rendered by Issue	20)15	2	016	2	017	2	018	20	19		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		3		1		2		0	
Appointment/Hire	0	0	0	0	1	33	0	0	0	0	0	0
Assignment of Duties	1	25	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	25	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	1	25	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	2	50	1	100	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	1	100	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	1	25	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

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	4		1		2		1		2		0	
Appointment/Hire	0	0	0	0	1	50	0	0	0	0	0	0
Assignment of Duties	1	25	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	25	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	1	25	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	2	50	1	100	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	1	100	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	1	25	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 State			Previous Fiscal Year Data									2020Thru06-				
Trevious riscal reals by Stati	us		201	5	201	16	201	7	2018	20	019	30				
Total complaints from previous Fi Years	sca	ıl	150)	14	4	140)	151	1	43		194			
Total Complainants			141		13	6	130)	142	1	35		183			
Number complaints pending																
Investigation			25		26		6		3		2	11				
ROI issued, pending Complainant's action			0		0		0		0	0		4				
Hearing			111		10	4	125	5	135	1	23		147			
Final Agency Action			10		10)	5		11		15		19			
Appeal with EEOC Office of Federal Operations			2		13	3	13		13	-	13		13			
							Co	m	parat	ive	Dat	ta				
Complaint Investigations		j	Pı	ev	iou	ıs l	Fisca	1 }	Year I	Dat	ta	2020'	Thru06-			
		İ	201	5	201	16	201	7	2018	20	019		30			
Pending Complaints Where Investigations Exceed Required Ti Frames	restigations Exceed Required Time		8		8		4		2		2		9			