

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

Department of Commerce

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	165	188	178	188	196	323
Number of Complainants	155	178	174	181	186	319
Repeat Filers	9	10	4	7	10	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	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	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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
<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	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 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 Employment	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	179.06	183.44	179.64	183.43	213.86	207.80
Average number of days in final action	54.29	25.91	21.78	16.48	26.42	23.49
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	196.36	195.67	182.96	193.56	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 fiscal year where hearing was not requested						
Average number of days in investigation	163.53	172.57	175.31	173.32	206.26	201.24

Average number of days in final action	84.23	36.27	28.12	29.72	39.10	36.92		
Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					2020Thru06-30		
	2015	2016	2017	2018	2019			
Total Complaints Dismissed by Agency	1	0	0	1	13	19		
Average days pending prior to dismissal	197	0	0	13	97.77	54.58		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	7	6	32	13	12	18		
Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2020Thru06-30		
	2015	2016	2017	2018	2019			
	#	%	#	%	#	%	#	%
Total Number Findings	1	3	3	2	2	0		
Without Hearing	0	3	2	2	2	0		
With Hearing	1	0	1	0	0	0		
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data					2020Thru06-30		
	2015	2016	2017	2018	2019			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%
Total Number Findings	4	1	3	1	2	0		
Race	0	0	0	0	0	0		
Color	0	0	0	0	0	0		
Religion	0	0	0	0	0	0		
Reprisal	3	1	1	0	1	0		
Sex	0	0	1	1	1	0		
PDA	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru06-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
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												

Termination	0	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	0
Time and Attendance	0	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	0
Other - User Define													
User Defined - Other 1	0	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	0
User Defined - Other 3	0	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	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data					2020Thru06-30							
	2015	2016	2017	2018	2019								
Total complaints from previous Fiscal Years	150	144	140	151	143	194							
Total Complainants	141	136	130	142	135	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	104	125	135	123	147							
Final Agency Action	10	10	5	11	15	19							
Appeal with EEOC Office of Federal Operations	2	13	13	13	13	13							
Complaint Investigations	Comparative Data												
	Previous Fiscal Year Data					2020Thru06-30							
	2015	2016	2017	2018	2019								
Pending Complaints Where Investigations Exceed Required Time Frames	8	8	4	2	2	9							