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

## **Department of Commerce**

For 4th Quarter 2020 for period ending September 30, 2020

Comparative Data

		Сотрагацуе Даца												
<b>Complaint Activity</b>	Pr	evious	Fiscal	Year	Data	24	2000 00 20							
	2015	2016	2017	201	8 201		020Thru09-30							
Number of Complaints Filed	165	188	178	188	3 19	6	531							
Number of Complainants	155	178	174	181	18	6	526							
Repeat Filers	9	10	4	7	10	)	5							
Contract D			ve Da	ta										
<b>Complaints by Basis</b>		Pre	vious l	Fiscal	Year I	Data								
Note: Complaints can be filed alleging multiple bases. The sut the bases may not equal total complaints filed.	m of	2015	2016	2017	2018	2019	2020Thru09- 30							
Race		53	80	60	74	72	204							
Color		18	24	28	38	40	68							
Religion		12	13	7	15	23	42							
Reprisal		101	106	100	123	134	255							
Sex		53	80	66	78	86	174							
PDA		1	1	3	1	0	6							
National Origin		21	33	20	27	35	63							
Equal Pay Act		1	1	1	0	0	1							

Age	62	74	66	71	80	172
Disability	62	64	71	79	93	186
Genetics	1	1	1	2	0	3
Non-EEO	6	6	5	5	3	24
			Com	parati	ve Dat	ta
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	2020Thru09- 30
Appointment/Hire	17	10	10	17	11	42
Assignment of Duties	47	39	46	66	57	111
Awards	4	2	6	8	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	1
Disciplinary Action						
Demotion	1	1	0	0	2	13
Reprimand	9	13	23	9	16	22
Suspension	11	5	14	12	8	7
Removal	1	3	0	0	0	2
Other	0	6	3	1	0	6
Duty Hours	1	1	1	0	1	4
Perf. Eval./ Appraisal	40	42	51	65	43	33
Examination/Test	0	0	1	0	0	1
Harassment						
Non-Sexual	92	101	98	111	109	294
Sexual	8	2	10	4	8	11
Medical Examination	0	0	0	0	0	0
Pay including overtime	7	8	11	1	10	39
Promotion/Non-Selection	23	21	21	28	23	39
Reassignment						
Denied	2	3	7	8	1	8

Directed		3	5	2	6	4	7
Reasonable Accommodation I	Disability	7 28	27	30	37	35	54
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	1
Telework		0	20	18	19	9	16
Termination		23	39	24	29	73	261
Terms/Conditions of Employn	nent	37	37	43	49	59	93
Time and Attendance		22	22	40	31	30	53
Training		11	16	15	16	16	40
Other							
User Defined - Other 1		0	1	0	2	1	1
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	npar	ative	Data	
<b>Processing Time</b>	P	revious	Fiscal	Year	· Dat	a	2020Thru09-
	2015	2016	2017	20	018	2019	30
Complaints pending during fis	cal year						
Average number of days in investigation	179.06	183.44	179.6	4 18	3.43	213.86	206.42
Average number of days in final action	54.29	25.91	21.78	3 16	5.48	26.42	29.53
Complaint pending during fisc	al year v	where he	aring v	vas re	ques	ted	
Average number of days in investigation	196.36	195.67	182.9	6 19	3.56	224.13	211.10
Average number of days in final action	16.61	12.06	13.79	8	.66	13.28	10.16
Complaint pending during fisc	al year v	where he	aring v	vas no	ot req	uested	
Average number of days in investigation	163.53	172.57	175.3	1 17	3.32	206.26	202.25

Average number of days in final action	84.	23	3	6.2	7 2	8.	12	29	9.72	3	39.1	10	42.70		
							C	om	para	ativ	e I	Data	ì		
Complaints Dismissed by Ag	geno	<b>2y</b>		Pre	viou	s I	isca	al Y	/ear	Da	ıta		2020Thru09-		
			20	15	201	6	201	7	2018	3 2	201	9	•	30	
Total Complaints Dismissed by Agency	y		1	Ĺ	0		0		1		13	3	,	33	
Average days pending prior to dismissal			19	97	0		0		13	9	7.7	77	76	5.73	
Complai	ints	Wi	thd	rav	wn b	y (	Com	ıpla	aina	nts					
Total Complaints Withdrawn b Complainants	y			7	6		32	,	13		12	2	,	24	
			Comparative Data												
Total Final Agency Actions			Pr	evi	ous I	is	cal	Ye	ar D	ata	ì		20207	Γhru09-	
Finding Discrimination		2015		20	016 2		017	2	2018		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	<u> </u>	Comparative Data													
Rendered by Basis			P	rev	vious	F	isca	ΙΥ	ear ]	Dat	ta		2020	Thru09-	
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 toto complaints and findings.		#	<b>%</b>	#	%	#	! %	ó	# 0	⁄ <sub>0</sub>	#	%	#	%	
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	

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	par	ative	D	ata		
Findings of Discrimination		P	rev	ious	Fis	cal Y	'ea	r Da	ta		2020	Γhru09-
Rendered by Issue	20	15	2	016	2	017	20	018	20	19		30
	#	<b>%</b>	#	<b>%</b>	#	%	#	<b>%</b>	#	%	#	%
<b>Total Number Findings</b>	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	Other - User Define													
User Defined - Other 1	d - Other 1 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 Stat			Pro	evic	ous l	ta	2020Thru09-							
Frevious Fiscal Tears by Stat		2015	2	016	201	7	2018	20	019	30				
Total complaints from previous Fi	isca	ıl	150	1	.44	140	)	151	1	43		154		
Total Complainants			141	1	36	130	)	142	1	35		144		
Number complaints pending														
Investigation			25		26	6		3	2		4			
ROI issued, pending Complainant's action			0		0	0		0	0		1			
Hearing			111	1	.04	125	5	135	1	23		137		
Final Agency Action			10		10	5	Ì	11		15		3		
Appeal with EEOC Office of Federal Operations			2		13	13		13		13		13		
						Co	m	parat	ive	Dat	ta			
<b>Complaint Investigations</b>		Ì	Pr	evio	ous ]	Fisca	ıl Y	Year I	Dat	ta	2020Thru09-			
		Ì	2015	5 2	016	201	7	2018	20	019		30		
Pending Complaints Where Investigations Exceed Required Time Frames		2	8		8	4		2		2		22		