

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

## Department of Commerce

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	165	188	178	188	196	531
Number of Complainants	155	178	174	181	186	526
Repeat Filers	9	10	4	7	10	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	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	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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</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	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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
Denied	2	3	7	8	1	8

Directed	3	5	2	6	4	7
Reasonable Accommodation Disability	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 Employment	37	37	43	49	59	93
Time and Attendance	22	22	40	31	30	53
Training	11	16	15	16	16	40
<b>Other</b>						
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</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	179.06	183.44	179.64	183.43	213.86	206.42
Average number of days in final action	54.29	25.91	21.78	16.48	26.42	29.53
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	211.10
Average number of days in final action	16.61	12.06	13.79	8.66	13.28	10.16
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	202.25

Average number of days in final action	84.23	36.27	28.12	29.72	39.10	42.70		
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>		
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>			
Total Complaints Dismissed by Agency	1	0	0	1	13	33		
Average days pending prior to dismissal	197	0	0	13	97.77	76.73		
<b>Complaints Withdrawn by Complainants</b>								
Total Complaints Withdrawn by Complainants	7	6	32	13	12	24		
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>		
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>			
	#	%	#	%	#	%	#	%
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		
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>		
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru09-30</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>	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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
<b>Reassignment</b>												









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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>							
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>								
Total complaints from previous Fiscal Years	150	144	140	151	143	154							
Total Complainants	141	136	130	142	135	144							
<b>Number complaints pending</b>													
Investigation	25	26	6	3	2	4							
ROI issued, pending Complainant's action	0	0	0	0	0	1							
Hearing	111	104	125	135	123	137							
Final Agency Action	10	10	5	11	15	3							
Appeal with EEOC Office of Federal Operations	2	13	13	13	13	13							
<b>Complaint Investigations</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>							
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>								
Pending Complaints Where Investigations Exceed Required Time Frames	8	8	4	2	2	22							