

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

National Institute of Standards and Technology

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 | 14 | 12 | 22 | 14 | 12 | 9 |
| Number of Complainants | 14 | 12 | 21 | 14 | 12 | 9 |
| Repeat Filers | 0 | 0 | 1 | 0 | 0 | 0 |
| 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 | 3 | 3 | 7 | 6 | 5 | 2 |
| Color | 0 | 1 | 4 | 6 | 1 | 0 |
| Religion | 0 | 0 | 0 | 1 | 1 | 1 |
| Reprisal | 5 | 8 | 9 | 8 | 8 | 8 |
| Sex | 7 | 5 | 7 | 6 | 6 | 1 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 4 | 2 | 3 | 3 | 4 | 1 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 6 | 5 | 10 | 2 | 3 | 4 |
| Disability | 4 | 5 | 7 | 2 | 5 | 4 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 1 | 0 | 1 | 0 | 0 | 0 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 |
| <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 | 2 | 3 | 1 | 1 | 0 | 2 |
| Assignment of Duties | 3 | 1 | 7 | 3 | 2 | 0 |
| Awards | 1 | 0 | 1 | 0 | 1 | 0 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 1 | 0 |
| Reprimand | 1 | 1 | 4 | 0 | 2 | 1 |
| Suspension | 1 | 1 | 2 | 1 | 1 | 0 |
| Removal | 1 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 2 | 2 | 4 | 4 | 2 | 3 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 7 | 7 | 10 | 7 | 4 | 4 |
| Sexual | 0 | 1 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 0 | 2 | 0 | 0 | 1 |
| Promotion/Non-Selection | 2 | 0 | 3 | 2 | 1 | 2 |
| Reassignment | | | | | | |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Denied | 0 | 0 | 0 | 1 | 0 | 0 |
| Directed | 1 | 0 | 0 | 2 | 1 | 0 |
| Reasonable Accommodation Disability | 0 | 2 | 3 | 1 | 2 | 1 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 1 |
| Retirement | 0 | 0 | 1 | 0 | 1 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 1 | 1 | 0 | 1 |
| Termination | 1 | 2 | 2 | 1 | 1 | 0 |
| Terms/Conditions of Employment | 2 | 2 | 6 | 6 | 2 | 3 |
| Time and Attendance | 2 | 1 | 5 | 1 | 0 | 1 |
| Training | 1 | 0 | 0 | 0 | 2 | 0 |
| Other | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 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 | | | | | 2020Thru09-30 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 198.50 | 185.23 | 191.07 | 178.07 | 219.50 | 185.18 |
| Average number of days in final action | 31.57 | 20.21 | 8.38 | 16.08 | 18.75 | 23.40 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 209.40 | 212.80 | 189.22 | 184.00 | 219.60 | 186.43 |
| Average number of days in final action | 30.67 | 10.83 | 4.33 | 10.50 | 10.67 | 14.00 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |

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|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| 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 | 0 | 0 | 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 of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru09-30 | |
| | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 0 | | 0 | | 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 |

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|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|---|---|---|---|---|---|
| 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 |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Total complaints from previous Fiscal Years | 12 | 9 | 10 | 10 | 5 | 4 | | | | | | |
| Total Complainants | 11 | 9 | 10 | 10 | 5 | 4 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Hearing | 11 | 9 | 10 | 9 | 3 | 4 | | | | | | |
| Final Agency Action | 0 | 0 | 0 | 1 | 2 | 0 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |