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

## **NOAA**

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

		Comparative Data											
<b>Complaint Activity</b>	Pr	evious	Fiscal	Year	Data	20	)20Th00 20						
	2015	2016	2017	201	8 201		020Thru09-30						
Number of Complaints Filed	39	50	53	66	46	5	41						
Number of Complainants	39	48	53	64	44	1	40						
Repeat Filers	0	2	0	2	2		1						
Commisints by Dosis		Comparative Data											
Complaints by Basis		Prev	vious 1	Fiscal `	Year I	Data							
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	ı of	2015	2016	2017	2018	2019	2020Thru09- 30						
Race		15	21	15	27	14	15						
Color		4	3	8	12	9	7						
Religion		4	2	1	2	2	5						
Reprisal		21	24	31	40	39	26						
Sex		13	17	20	28	17	12						
PDA		0	0	1	1	0	0						
National Origin		4	6	6	8	10	6						
Equal Pay Act		1	1	1	0	0	0						

Age	12	20	19	33	21	14
Disability	17	17	14	26	20	16
Genetics	1	0	0	1	0	1
Non-EEO	2	0	1	2	0	0
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious I	Fiscal `	Year I	)ata	
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	2	4	3	4	1	0
Assignment of Duties	11	13	17	23	18	8
Awards	0	1	3	6	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	1
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	0	5	6	5	7	4
Suspension	0	2	6	2	5	4
Removal	0	1	0	0	0	0
Other	0	2	1	1	0	0
Duty Hours	1	1	0	0	0	0
Perf. Eval./ Appraisal	10	15	23	22	13	7
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	23	24	37	35	31	27
Sexual	2	0	2	3	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	5	1	0	2
Promotion/Non-Selection	6	7	7	14	7	7
Reassignment						
Denied	2	1	2	5	0	0

Directed		1	1	2	1	2	0			
Reasonable Accommodation I	Disability	7 8	8	4	11	14	5			
Reinstatement		0	0	0	0	0	0			
Religious Accommodation		0	0	0	0	0	0			
Retirement		0	0	0	0	1	0			
Sex-Stereotyping		0	0	0	0	0	0			
Telework		0	9	7	8	4	3			
Termination		2	8	3	10	6	4			
Terms/Conditions of Employn	nent	12	9	9	15	15	13			
Time and Attendance		8	9	14	12	12	11			
Training		5	5	7	10	4	4			
Other										
User Defined - Other 1		0	0	0	1	0	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			
			Comparative Data							
<b>Processing Time</b>	P	revious	Fiscal	Year	Dat	a	2020Thru09-			
	2015	2016	2017	20	18	2019	30			
Complaints pending during fis	cal year									
Average number of days in investigation	204.36	186.37	181.30	202	2.41	211.65	211.72			
Average number of days in final action	102.53	25.77	29.62	22	.83	32.76	20.50			
Complaint pending during fisc	al year v	where he	aring w	as rec	quest	ted				
Average number of days in investigation	239.64	195.93	188.32	2 221	.05	223.03	209.47			
Average number of days in final action	13.83	8.50	18.86	11	.33	14.79	11.15			
Complaint pending during fisc	al year v	where he	aring w	as no	t req	uested				
Average number of days in investigation	178.37	183.82	175.50	) 191	.35	204.64	214.05			

Average number of days in final action	143	.46	35	.38	3	35.(	00	42	57	4	6.0	00	25	9.83	
							C	om	para	tiv	/ <b>e</b> ]	Data	a		
Complaints Dismissed by A	gen	cy	P	rev	viou	s F	isca	al Y	Zear	Da	ata	L	2020Thru09-		
			201	15	201	16	201	7	2018	3 2	201	19	•	30	
Total Complaints Dismissed by Agency	у		0		0		0	Ì	0		0			3	
Average days pending prior to dismissal			0		0		0		0		0		25	5.33	
Compla	ints	s Withdrawn by Complain													
Total Complaints Withdrawn b Complainants	ру		1		0		5		3		4			5	
		Comparative Data													
Total Final Agency Actions			Pre	vio	us l	Fis	cal Y	Yea	ır Da	ıta	l.		2020Thru09		
Finding Discrimination		201	5 201		16 20		)17	2	018	1	201	19	30		
	#	<b>#</b> 9/	<b>6</b> #	#	<b>%</b>	#	%	#	%	#		%	#	%	
Total Number Findings	1		1			3		2		2			0		
Without Hearing	C	) (	) 1	1	.00	2	67	2	100	2	1	00	0	0	
With Hearing	1	1 10	00 0	)	0	1	33	0	0	0		0	0	0	
Findings of Discriminatio	n		Comparative Data												
Rendered by Basis			Pı	rev	ious	s F	isca	l Y	ear l	Da	ta		2020	Thru09-	
Note: Complaints can be filed		20	015	20	016	2	2017	,	2018	3	20	)19		30	
alleging multiple bases. The su of the bases may not equal total complaints and findings.		#	%	#	%	#	%	,	# 9/	, D	#	%	#	%	
Total Number Findings		2		0		3		Ì	1		2		0		
Race		0	0	0	0	0	0		0 0		0	0	0	0	
Color		0	0	0	0	0	0	Ì	0 0		0	0	0	0	
Religion		0	0	0	0	0	0	Ì	0 0		0	0	0	0	
Reprisal		1	50	0	0	1	33	3 (	0 0		1	50	0	0	
Sex		0	0	0	0	1	33	3	1 10	0	1	50	0	0	
PDA		0	0	0	0	0	0	Ì	0 0		0	0	0	0	

National Origin	1	50	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	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
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	2		0		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	1	50	0	0	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	U	U	U	U		L					
National Origin	1	50	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	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
						Com	pa	rativ	e D	ata		
Findings of Discrimination		Pr	evi	ious	Fi	scal Y	Yea	ır Da	ta		2020	Γhru09-
Rendered by Issue	20	)15	20	16	20	017	2	018	20	19		30
	#	<b>%</b>	#	%	#	%	#	<b>%</b>	#	%	#	%
Total Number Findings	2		0		3		1		2		0	
Appointment/Hire	0	0	0	0	1	33	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	1	50	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	1	50	0	0	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	0	0	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	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	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
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
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	2		0		2		1		2		0	

Appointment/Hire	0	0	0	0	1	50	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	1	50	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	1	50	0	0	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	0	0	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	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	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			Pro	evio	us	ta	2020	Thru09-								
Previous Fiscal Years by Statu	by Status			2015 2016				2018	20	019	2020	30				
Total complaints from previous Fis	scal		33		30			38		41	27					
Total Complainants			31	1	29	37		38	4	41		27				
Number complaints pending		'														
Investigation			0		1	3		0		0		0				
ROI issued, pending Complainant's action			0		0	0	Ì	0		0		0				
Hearing			30		25	32		33	1	36		24				
Final Agency Action			4	Ť	4	1		5		4		0				
Appeal with EEOC Office of Federal Operations			0		3	3		3		3		3				
						Co	m	parat	ive	Dat	ta					
<b>Complaint Investigations</b>			Pr	evio	us	Fisca	ıl Y	Year I	Dat	ta	2020	Thru09-				
		2	2015	20	)16	201	7	2018	2	019		30				
Pending Complaints Where Investigations Exceed Required Tir Frames	vestigations Exceed Required Time		1		1	3		0		0		1				