

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

Census Bureau (Permanent)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	89	74	65	64	54	10
Number of Complainants	83	73	61	61	54	10
Repeat Filers	6	1	4	3	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	39	27	24	24	18	3
Color	15	10	11	17	14	1
Religion	9	5	8	10	7	0
Reprisal	49	39	43	40	29	5
Sex	37	22	23	25	17	4
PDA	0	1	0	0	0	0
National Origin	18	9	9	8	7	0
Equal Pay Act	0	0	0	0	0	0

Age	35	26	19	25	16	5
Disability	32	39	39	31	24	5
Genetics	0	0	0	0	0	0
Non-EEO	4	3	2	1	3	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	2	4	8	4	3	2
Assignment of Duties	15	14	20	20	23	1
Awards	0	1	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	4	0
Reprimand	5	9	2	2	3	0
Suspension	1	4	5	0	0	0
Removal	1	0	0	0	0	0
Other	1	2	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	17	17	17	13	8	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	47	35	41	28	34	5
Sexual	1	5	1	1	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	6	4	0	2	5	0
Promotion/Non-Selection	7	7	7	6	5	1
Reassignment						
Denied	1	2	1	1	0	0

Directed	3	0	2	0	1	0
Reasonable Accommodation Disability	11	18	16	9	8	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	2	0	0	1	0
Retirement	0	0	0	2	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	5	3	0	4	0
Termination	21	16	12	29	18	3
Terms/Conditions of Employment	17	16	13	16	13	3
Time and Attendance	7	14	13	7	11	5
Training	6	5	3	3	5	1
Other						
User Defined - Other 1	0	0	1	0	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	180.97	170.11	171.25	211.90	205.20	224.69
Average number of days in final action	26.72	17.76	12.00	22.11	18.95	69.86
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	198.15	168.96	182.91	218.76	212.96	229.33
Average number of days in final action	18.00	5.33	6.67	11.62	7.81	77.20
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	163.00	170.47	151.82	205.25	197.32	220.71

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										2021Thru12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		1	
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	1	100
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												

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	0	0	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	0		0		0		0		0		1	

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						2021Thru12-31					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	44	60	71	66	70	101						
Total Complainants	39	52	67	61	64	93						
Number complaints pending												
Investigation	0	0	1	2	1	11						
ROI issued, pending Complainant's action	0	0	0	0	0	2						
Hearing	42	58	69	62	66	80						
Final Agency Action	1	1	1	3	1	3						
Appeal with EEOC Office of Federal Operations	1	1	1	1	1	1						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020	2021Thru12-31						
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	1	2	2	2						