

U.S. Merit Systems Protection Board

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

COMPLAINT ACTIVITY 29 C.F.R. § 1614.704(a)-(c)	COMPARATIVE DATA					FY20 through end of Q1
	PREVIOUS FISCAL YEARS					
	2015	2016	2017	2018	2019	
Number of Complaints Filed	2	2	6	6	4	0
Number of Complainants	2	2	6	5	4	0
Repeat Filers	0	0	0	1	0	0

COMPLAINTS BY BASIS 29 C.F.R. § 1614.704(d)	PREVIOUS FISCAL YEARS					FY20 through end of Q1
	2015	2016	2017	2018	2019	
	Race	1	1	5	5	
Color	1	1	2	5	1	0
Religion	0	0	1	1	1	0
National Origin	1	1	1	1	2	0
Sex (including complaints filed under Equal Pay Act)	0	1	3	1	2	0
Disability	0	0	2	4	0	0
Age	1	0	0	0	0	0
Genetic Information	0	0	0	0	0	0
Reprisal	1	2	6	7	3	0
Non-EEO	0	0	0	0	0	0

COMPLAINTS BY ISSUE 29 C.F.R. § 1614.704(e)	PREVIOUS FISCAL YEARS					FY20 through end of Q1
	2015	2016	2017	2018	2019	
	Appointment/Hire	1	0	0	0	
Assignment of Duties	1	1	5	1	0	0
Awards	0	0	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	1	0	0	0	0	0
Removal	0	0	0	0	0	0
Letter of Counseling	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	1	3	1	0
Examination/Test	0	0	0	0	0	0

COMPLAINTS BY ISSUE 29 C.F.R. § 1614.704(e)	PREVIOUS FISCAL YEARS					
	2015	2016	2017	2018	2019	FY20 through end of Q1
Harassment						
Non-Sexual	0	0	4	5	2	0
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	0	1	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	1	0	1	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	1	0	0
Terms/Conditions of Employment	1	2	0	2	1	0
Time and Attendance	0	0	1	0	0	0
Training	0	0	1	1	0	0
Other	0	0	0	0	0	0

29 C.F.R. § 1614.704(f) Processing Time “ . . . post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year . . . “	PREVIOUS FISCAL YEARS					
	2015	2016	2017	2018	2019	FY20 through end of Q1
Complaints pending during fiscal year						
Average number of days in investigative stage	99	99	107	190.2	226.0	0
Average number of days in final action stage	0	85	78	52	282.3	0
Complaints pending during fiscal year where a hearing was requested						
Average number of days in investigative stage	108	128.5	119	220.5	242.3	0
Average number of days in final action stage	0	47	86	0	457.3	0
Complaints pending during the fiscal year where a hearing was not requested						
Average number of days in investigative stage	0	76	51	162	180	0
Average number of days in final action stage	0	62	57	52	40	0

29 C.F.R. § 1614.704(g) COMPLAINTS DISMISSED BY AGENCY	PREVIOUS FISCAL YEARS					
	2015	2016	2017	2018	2019	FY20 through end of Q1
Total complaints dismissed by agency	0	0	0	0	0	1
Average days pending prior to dismissal	0	0	0	0	0	0
Total complaints withdrawn by complainants	0	0	0	1	1	0

29 C.F.R. § 1614.704(i) FINDINGS OF DISCRIMINATION RENDERED BY BASIS	PREVIOUS FISCAL YEARS											
	2015		2016		2017		2018		2019		FY20 through end of Q1	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	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
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sex/Equal Pay Act	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	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
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sex/Equal Pay Act	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0	0	0	0	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
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sex/Equal Pay Act	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0

29 C.F.R. § 1614.704(j) FINDINGS OF DISCRIMINATION RENDERED BY ISSUE	PREVIOUS FISCAL YEARS										FY20 through end of Q1	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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
Evaluation 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	0	0	0	0	0	0	0	0	0	0	0	0
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/Includes 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	0	0	0	0	0	0	0	0	0	0	0	0
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	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
Retirement	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	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0

29 C.F.R. § 1614.704(j) FINDINGS OF DISCRIMINATION RENDERED BY ISSUE	PREVIOUS FISCAL YEARS											
	2015		2016		2017		2018		2019		FY20 through end of Q1	
	#	%	#	%	#	%	#	%	#	%	#	%
Examination Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
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/Includes 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	0	0	0	0	0	0	0	0	0	0	0	0
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	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
Retirement	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	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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
Evaluation 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	0	0	0	0	0	0	0	0	0	0	0	0
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/Includes 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	0	0	0	0	0	0	0	0	0	0	0	0
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	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
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

29 C.F.R. § 1614.704(j) FINDINGS OF DISCRIMINATION RENDERED BY ISSUE	PREVIOUS FISCAL YEARS												
	2015		2016		2017		2018		2019		FY20 through end of Q1		
	#	%	#	%	#	%	#	%	#	%	#	%	
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	0	0	0	0	0	0	0	0	0	0	0	0	

29 C.F.R. § 1614.704(k) COMPLAINTS PENDING FROM PREVIOUS FISCAL YEARS BY STATUS	PREVIOUS FISCAL YEARS						
	2015	2016	2017	2018	2019	FY20 through end of Q1	
Total complaints from previous fiscal years	2	3	2	5	3	1	
Total Complainants	2	3	2	4	3	1	
Investigation	0	0	0	0	0	0	
ROI issued, pending Complainant's action	0	0	0	0	0	0	
Hearing (EEOC or Federal Court)	1	1	2	5	3	0	
Final Agency Action	1	2	0	0	0	0	
Appeal with EEOC/OFO	0	0	0	0	0	0	

29 C.F.R. § 1614.704(l) COMPLAINT INVESTIGATIONS	PREVIOUS FISCAL YEARS						
	2015	2016	2017	2018	2019	FY20 through end of Q1	
Investigations Exceeding Time Limits	0	0	0	0	0	0	