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

FLETC (and below)

For 4th Quarter 2016 for period ending September 30, 2016

			Cor	mparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2016Th00 20
	2011	2012	2013	2014	2015	2016Thru09-30
Number of Complaints Filed	15	9	2	2	8	7
Number of Complainants	14	9	2	2	8	7
Repeat Filers	1	0	0	0	0	0

Complaints by Pasis			a			
Complaints by Basis	Pre	vious l	ata			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Race	1	1	1	0	5	3
Color	1	1	0	0	2	0
Religion	1	0	1	0	0	0
Reprisal	6	6	0	2	7	6
Sex	6	4	1	0	2	4
PDA	0	0	0	0	0	0
National Origin	4	1	0	0	0	0

Equal Pay Act	1	0	0	0	0	0
Age	7	3	1	0	0	1
Disability	3	1	1	1	2	2
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
		-	Com	parati	ve Dat	a
Complaints by Issue	Pre	vious]	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Appointment/Hire	2	1	0	0	1	3
Assignment of Duties	2	0	0	0	1	1
Awards	0	0	0	0	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	1	1
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	2	0	2
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	4	2	0	0	2	0
Examination/Test	0	0	0	0	0	0
Harassment	1					
Non-Sexual	5	3	1	0	4	3
Sexual	1	0	0	0	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	0	0	0

Promotion/Non-Selection		4	4	2	0	3	0
Reassignment							
Denied		1	0	0	0	0	0
Directed		0	1	0	0	0	0
Reasonable Accommodation Disability		1	0	0	0	0	0
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	0	0	0	0	0
Retirement		0	0	0	0	0	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	0	0	0	0	0
Termination		1	0	0	0	0	0
Terms/Conditions of Employ	ment	3	1	0	0	4	0
Time and Attendance		0	0	0	0	1	0
Training		0	0	0	0	1	0
Other							
Workforce transformation	n	0	0	0	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
			Con	npara	tive	Data	
Processing Time	I	Previous	Fiscal	Year	Data	a	2016Thru09-
	2011	2012	2013	20)14	2015	30
Complaints pending during fi	scal year	•					
Average number of days in investigation	248.80	231.86	196.6	7 179	9.00	241.00	260.88
Average number of days in final action	0	21.40	90.60	27	.00	34.00	0

Average number of days in investigation	267.14	23	1.86	06.	00)	0		241	.00	25	52.86		
Average number of days in final action	0	7.25 90.60						25.00			.00		0	
Complaint pending during fis	cal year	whe	re l	near	ing	, w	as n	ot	requ	ıest	ed	-		
Average number of days in investigation	206.00		0	10	57.	00) 17	79.	00	()	3	17.00	
Average number of days in final action	0	78.00 0					3	3.0	00	()		0	
						(Con	npa	arat	ive	Dat	a		
Complaints Dismissed by A	Agency	I	Prev	viou	s F	is	cal `	Ye	ar D	ata	a	2016		
		201	11	201	2	20	013	20	014	20	15		30	
Total Complaints Dismissed Agency	by	0		2			0		0		0		0	
Average days pending prior to dismissal	0	0		580)		0	0			0		0	
Compl	aints W	ithd	rav	vn b	y (Co	mp	lai	nant	ts				
Total Complaints Withdrawn Complainants	by	3		1			1	1			0	0		
						C	com _]	pai	rativ	ve I)ata			
Total Final Agency Actio	ns	P	rev	ious	Fi	isc	al Y	Zea	r D	ata		2016	Thru09-	
Finding Discrimination		2011	2	012		20	13	20)14	20)15		30	
	#	90 # 90 # 9						#	%	#	%	#	%	
Total Number Findings	C	0)		0		0		0		
Without Hearing	C	0	0	0	()	0	0	0	0	0	0	0	
With Hearing	i	0	0	0	Ť)	0	0	0	0	0	0	0	

Findings of Discrimination	on Comparative Data											
Rendered by Basis		Pr	evi	ous	Fis	cal Y	Yea	r D	ata		2016	Thru09-
Note: Complaints can be filed	20)11	20)12	20)13	20)14	20	015		30
lleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
Reprisal	0	0	0	0	0	0	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	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 After Hearing	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
Reprisal	0	0	0	0	0	0	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

Appointment/Hire Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Total Number Findings	0	0	0	0	0	0	0	0	0		0	
	#	%	#	%	#	%	#	%	#	%	#	%
Rendered by Issue	20)11	20	12	20	13	20	14	20	15		30
Findings of Discrimination		Pr	evi	ous I								Γhru09
			<u> </u>	1		com	 par	ativ	e D	 Oata	I	<u> </u>
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	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
Equal Pay Act	0		0	1	0	0	0	0	0	0	0	0
National Origin	0		0		0	0	0	0	0	0	0	0
PDA	0	0	0		$\frac{0}{0}$	0	0	0	0	$\frac{\mid 0 \mid}{\mid 0 \mid}$	0	0
Sex	0		$\frac{0}{0}$		$\frac{0}{0}$	0	$\frac{0}{0}$	0	$\frac{0}{0}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0
Reprisal	0	0	0	1	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	0	0
Color Religion	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0	0	0	0
Race	0		0		0	0	$\frac{0}{0}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\frac{\mid 0 \mid}{\mid 0 \mid}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0
Findings Without Hearing	0		0		0		0		0		0	
							ı		ı			
Non-EEO	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
Disability	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
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

Workforce transformation	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	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	U	U	U	U	U	U	U	U	U	U	U
Findings After Hearing	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										1		
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	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												•
Workforce transformation	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		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	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												
Workforce transformation	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

			Com	parati	ve Dat	a
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious l	Fiscal `	Year D	ata	2016Thru09-
2 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	2011	2012	2013	2014	2015	30
Total complaints from previous Fiscal Years	10	11	6	1	1	8
Total Complainants	8	9	6	1	1	8
Number complaints pending		-	-		-	
Investigation	0	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	10	7	5	1	1	7
Final Agency Action	0	3	1	0	0	1
Appeal with EEOC Office of Federal Operations	1	1	4	4	1	0
			Com	parati	ve Dat	a
Complaint Investigations	Pre	evious 1	Fiscal `	Year D	ata	2016Thru09-
	2011	2012	2013	2014	2015	30
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0