

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

FLETC (and below)

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	9	2	3	8	6	8
Number of Complainants	9	2	3	8	6	8
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1	1	0	5	2	4
Color	1	0	0	2	0	2
Religion	0	1	0	0	0	0
Reprisal	6	0	3	7	6	5
Sex	4	1	0	2	4	6
PDA	0	0	0	0	0	0

National Origin	1	0	0	0	0	1
Equal Pay Act	0	0	0	0	0	2
Age	3	1	0	0	1	4
Disability	1	1	2	2	2	1
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	1	0	0	1	2	0
Assignment of Duties	0	0	0	1	1	4
Awards	0	0	0	2	0	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	1	1	0
Suspension	0	0	0	0	0	1
Removal	0	0	0	0	0	0
Other	0	0	0	0	2	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	2	0	0	2	1	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	1	0	4	3	4

Sexual	0	0	0	1	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	2
Promotion/Non-Selection	4	2	0	3	0	4
Reassignment						
Denied	0	0	0	0	0	0
Directed	1	0	0	0	0	2
Reasonable Accommodation Disability	0	0	1	0	0	1
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	0	0	0	0	0	0
Terms/Conditions of Employment	1	0	0	4	0	2
Time and Attendance	0	0	0	1	0	0
Training	0	0	0	1	0	2
Other						
Workforce transformation	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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	231.86	236.50	179.00	247.50	260.88	195.00
Average number of days in final action	22.40	91.60	28.00	35.00	0	162.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	231.86	306.00	0	247.50	252.86	208.75
Average number of days in final action	8.25	91.60	26.00	35.00	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	0	167.00	179.00	0	317.00	176.67
Average number of days in final action	79.00	0	34.00	0	0	162.33
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	2	0	0	0	0	0
Average days pending prior to dismissal	580	0	0	0	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	1	0	0	1

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										2017Thru09- 30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
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
Promotion/Non-Selection	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												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	23	6	1	2	6	10
Total Complainants	21	6	1	2	6	10
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	8	5	1	2	5	10
Final Agency Action	4	1	0	0	1	0
Appeal with EEOC Office of Federal Operations	1	6	6	0	0	2
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0