

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: FLETC (and below)

For 3rd Quarter 2017 for period ending June 30, 2017

Complaint Activity	Comparative Data						2017 Thru 30-Jun
	Previous Fiscal Year Data						
	2012	2013	2014	2015	2016		
Number of Complaints Filed	9	2	3	8	6	6	
Number of Complainants	9	2	3	8	6	6	
Repeat Filers	0	0	0	0	0	0	
Complaints by Basis	Comparative Data						2017 Thru 30-Jun
	Previous Fiscal Year Data						
	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	2	
Color	1	0	0	2	0	1	
Religion	0	1	0	0	0	0	
Reprisal	6	0	3	7	6	4	
Sex	4	1	0	2	4	4	
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	2	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	1	
Complaints by Issue	Comparative Data						2017 Thru 30-Jun
	Previous Fiscal Year Data						
	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>							
Appointment/Hire	1	0	0	1	2	0	
Assignment of Duties	0	0	0	1	1	2	
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	0	
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	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	1	0	4	3	2
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	3
Reassignment						
Denied	0	0	0	0	0	0
Directed	1	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	0	0	2
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	0
Time and Attendance	0	0	0	1	0	0
Training	0	0	0	1	0	1
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					2017 Thru 30-Jun
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	231.86	236.5	179	247.5	260.88	214.25
Average number of days in final action	22.4	91.6	28	35	0	162.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	231.86	306	0	247.5	252.86	208.33
Average number of days in final action	8.25	91.6	26	35	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	0	167	179	0	317	232
Average number of days in final action	79	0	34	0	0	162.33
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 30-Jun
	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	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	
	Comparative Data												
	Previous Fiscal Year Data					2017 Thru 30-Jun							
Pending Complaints Filed in Previous Fiscal Years by Status	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	0							
	Comparative Data												
	Previous Fiscal Year Data					2017 Thru 30-Jun							
Complaint Investigations	2012	2013	2014	2015	2016								
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0							