

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

## NOAA:54 (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	50	53	66	46	0	17
Number of Complainants	48	53	64	44	0	16
Repeat Filers	2	0	2	2	0	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	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>	2016	2017	2018	2019	2020	2021 Thru 12-31
Race	21	15	27	14	0	8
Color	3	8	12	9	0	4
Religion	2	1	2	2	0	1
Reprisal	24	31	40	39	0	11
Sex	17	20	28	17	0	8
PDA	0	1	1	0	0	0
National Origin	6	6	8	10	0	4
Equal Pay Act	1	1	0	0	0	0
Age	20	19	33	21	0	6
Disability	17	14	26	20	0	6
Genetics	0	0	1	0	0	0
Non-EEO	0	1	2	0	0	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	4	3	4	1	0	1
Assignment of Duties	13	17	23	18	0	8
Awards	1	3	6	1	0	3
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	1
Reprimand	5	6	5	7	0	3
Suspension	2	6	2	5	0	1
Removal	1	0	0	0	0	0
Other	2	1	1	0	0	0
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	15	23	22	13	0	6
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	24	37	35	31	0	11
Sexual	0	2	3	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	5	1	0	0	2
Promotion/Non-Selection	7	7	14	7	0	4
<b>Reassignment</b>						
Denied	1	2	5	0	0	0
Directed	1	2	1	2	0	0
Reasonable Accommodation Disability	8	4	11	14	0	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	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	
Telework		9	7	8	4	0	3
Termination		8	3	10	6	0	5
Terms/Conditions of Employment		9	9	15	15	0	7
Time and Attendance		9	14	12	12	0	4
Training		5	7	10	4	0	2
<b>Other</b>							
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					2021 Thru 12-31
		2016	2017	2018	2019	2020	
Complaints pending during fiscal year							
Average number of days in investigation		186.37	181.30	202.41	211.65	0	211.56
Average number of days in final action		25.77	29.62	22.83	32.76	0	20.00
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation		195.93	188.32	221.05	223.03	0	177.50
Average number of days in final action		8.50	18.86	11.33	14.79	0	0
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation		183.82	175.50	191.35	204.64	0	221.29
Average number of days in final action		35.38	35.00	42.57	46.00	0	20.00
Complaints Dismissed by Agency		Comparative Data					
		Previous Fiscal Year Data					2021 Thru 12-31
		2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency		0	0	0	0	0	1



Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>												
	0		1		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	1	100	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	1	100	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
<b>Findings Without Hearing</b>												
	0		2		1		2		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	1	50	0	0	0	0
Sex	0	0	1	50	1	100	1	50	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	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
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										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
		#	%	#	%	#	%	#	%	#	%	#
<b>Total Number Findings</b>	0		3		1		2		0		0	
Appointment/Hire	0	0	1	33	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	1	33	1	100	1	50	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	1	33	0	0	1	50	0	0	0	0
Reassignment												







Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
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
<b>Findings Without Hearing</b>												
	0		2		1		2		0		0	
Appointment/Hire	0	0	1	50	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
Non-Sexual	0	0	1	50	1	100	1	50	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	1	50	0	0	1	50	0	0	0	0
<b>Reassignment</b>												
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	1	50	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	50	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	1	50	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					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	30	37	38	41	0	55
Total Complainants	29	37	38	41	0	53
<b>Number complaints pending</b>						
Investigation		1	3	0	0	10
ROI issued, pending Complainant's action		0	0	0	0	4
Hearing		25	32	33	36	31
Final Agency Action		4	1	5	4	5
Appeal with EEOC Office of Federal Operations		3	3	3	3	3

**Complaint Investigations**

**Comparative Data**

**Previous Fiscal Year Data**

**2021  
Thru  
12-  
31**

**2016**

**2017**

**2018**

**2019**

**2020**

Pending Complaints Where Investigations Exceed Required Time Frames

1

3

0

0

0

0