

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

## NOAA:54 (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	39	50	53	66	46	0
Number of Complainants	39	48	53	64	44	0
Repeat Filers	0	2	0	2	2	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 09-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	15	21	15	27	14	0
Color	4	3	8	12	9	0
Religion	4	2	1	2	2	0
Reprisal	21	24	31	40	39	0
Sex	13	17	20	28	17	0
PDA	0	0	1	1	0	0
National Origin	4	6	6	8	10	0
Equal Pay Act	1	1	1	0	0	0
Age	12	20	19	33	21	0
Disability	17	17	14	26	20	0
Genetics	1	0	0	1	0	0
Non-EEO	2	0	1	2	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 09-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	2	4	3	4	1	0
Assignment of Duties	11	13	17	23	18	0
Awards	0	1	3	6	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	0
Reprimand	0	5	6	5	7	0
Suspension	0	2	6	2	5	0
Removal	0	1	0	0	0	0
Other	0	2	1	1	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Duty Hours	1	1	0	0	0	0
Perf. Eval./ Appraisal	10	15	23	22	13	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	23	24	37	35	31	0
Sexual	2	0	2	3	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	5	1	0	0
Promotion/Non-Selection	6	7	7	14	7	0
<b>Reassignment</b>						
Denied	2	1	2	5	0	0
Directed	1	1	2	1	2	0
Reasonable Accommodation Disability	8	8	4	11	14	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	9	7	8	4	0
Termination	2	8	3	10	6	0
Terms/Conditions of Employment	12	9	9	15	15	0
Time and Attendance	8	9	14	12	12	0
Training	5	5	7	10	4	0
<b>Other</b>						
User Defined - Other 1	0	0	0	1	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 09-30</b>
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	204.36	186.37	181.30	202.41	211.65	0
Average number of days in final action	102.53	25.77	29.62	22.83	32.76	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	239.64	195.93	188.32	221.05	223.03	0
Average number of days in final action	13.83	8.50	18.86	11.33	14.79	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	178.37	183.82	175.50	191.35	204.64	0
Average number of days in final action	143.46	35.38	35.00	42.57	46.00	0
<b>Complaints Dismissed by Agency</b>						
<b>Comparative Data</b>						

Complaints Dismissed by Agency	Previous Fiscal Year Data										2020 Thru 09-30	
	2015		2016		2017		2018		2019		2020 Thru 09-30	
	Previous Fiscal Year Data										2020 Thru 09-30	
	2015		2016		2017		2018		2019		2020 Thru 09-30	
Total Complaints Dismissed by Agency	0	0	0	0	0	0	0	0	0	0	0	0
Average days pending prior to dismissal	0	0	0	0	0	0	0	0	0	0	0	0

Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	1	0	5	3	4	0						

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 09-30	
	2015		2016		2017		2018		2019		2020 Thru 09-30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		3		2		2		0	
Without Hearing	0	0	1	100	2	67	2	100	2	100	0	0
With Hearing	1	100	0	0	1	33	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 09-30	
	2015		2016		2017		2018		2019		2020 Thru 09-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		0		3		1		2		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	1	50	0	0	1	33	0	0	1	50	0	0
Sex	0	0	0	0	1	33	1	100	1	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	50	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	1	33	0	0	0	0	0	0
Disability	0	0	0	0	1	33	0	0	1	50	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 After Hearing</b>	0		0		1		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	1	100	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	1	100	0	0	0	0	0	0







Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data											2020 Thru 09-30
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	50	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	1	50	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					2020 Thru 09-30
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	33	30	37	38	41	0
Total Complainants	31	29	37	38	41	0
<b>Number complaints pending</b>						
Investigation	0	1	3	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	30	25	32	33	36	0
Final Agency Action	4	4	1	5	4	0
Appeal with EEOC Office of Federal Operations	0	3	3	3	3	2

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 09-30
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	3	0	0	0