

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

BEP

For 1st Quarter 2017 for period ending December 31, 2016

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 12-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	25	20	20	24	16	3
Number of Complainants	25	19	20	22	15	3
Repeat Filers	0	1	0	1	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 12-31
	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	12	10	14	11	2	1
Color	5	3	2	2	1	1
Religion	0	1	0	2	0	0
Reprisal	14	12	9	11	8	2
Sex	9	9	10	7	6	2
PDA	0	0	0	0	1	0
National Origin	2	2	3	6	4	2

Equal Pay Act	0	0	0	0	0	0
Age	5	4	10	8	4	1
Disability	6	5	3	5	3	2
Genetics	0	0	0	0	0	0
Non-EEO	3	1	3	0	2	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 12- 31
<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	0	5	2	5	2	1
Assignment of Duties	2	7	3	0	1	0
Awards	0	1	0	0	0	0
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	2	0	0	1	1	0
Suspension	0	0	1	2	0	0
Removal	0	0	0	1	0	0
Other	0	0	0	0	2	1
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	1	0	2	2	0	0
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	7	4	6	5	4	1
Sexual	1	0	1	2	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	11	3	4	3	4	0

Reassignment						
Denied	0	0	1	0	0	0
Directed	0	1	0	1	0	0
Reasonable Accommodation Disability	2	1	0	2	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	1	0
Termination	0	1	2	2	1	0
Terms/Conditions of Employment	4	4	2	3	0	0
Time and Attendance	1	0	0	1	0	0
Training	2	0	1	1	0	0
Other						
Equal Pay Act Violation	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 12-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	174.92	258.27	433.06	194.69	189.43	209.17
Average number of days in final action	44.00	41.17	34.25	30.82	28.27	2.40
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	183.00	292.33	488.50	218.43	190.29	236.50

Average number of days in final action	2.50	38.40	25.25	22.43	19.22	2.40						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	130.50	217.40	311.10	167.00	199.00	195.50						
Average number of days in final action	99.33	55.00	38.75	45.50	42.25	0						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data											2017 Thru 12-31
	2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency	2	2	6	3	2	0						
Average days pending prior to dismissal	32	117.5	66.33	64	251	0						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	1	1	1	0	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data											2017 Thru 12-31
	2012	2013	2014	2015	2016							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	1	0						
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	1	100	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											2017 Thru 12-31
	2012	2013	2014	2015	2016							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	1	0						

Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	1	100	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	1	100	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		1		0	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	1	100	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	1	100	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 Without Hearing	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	1	100	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												
Equal Pay Act Violation	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

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												
Equal Pay Act Violation	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						2017 Thru 12-31					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	18	27	30	23	26	34						
Total Complainants	18	27	29	22	23	30						
Number complaints pending												

Investigation	5	10	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	4
Hearing	11	16	27	21	25	28
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 12- 31
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	3	4	0	1	0	0