

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

MINT

For 2nd Quarter 2017 for period ending March 31, 2017

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 03-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	33	25	28	30	34	14
Number of Complainants	31	25	24	29	32	14
Repeat Filers	2	0	4	1	2	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 03-31
	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	12	12	15	20	6
Color	2	2	8	6	7	1
Religion	0	2	0	0	0	0
Reprisal	17	12	20	21	19	6
Sex	16	7	9	15	15	2
PDA	0	1	0	0	0	0
National Origin	2	2	1	5	3	3

Equal Pay Act	0	2	0	0	0	0
Age	12	4	7	11	12	4
Disability	3	5	7	8	8	5
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	0	2	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 03- 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	2	2	5	2	4	2
Assignment of Duties	7	5	5	3	6	1
Awards	0	1	0	1	1	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	2	1	1	1	1	0
Suspension	3	1	1	3	4	1
Removal	0	0	0	0	1	0
Other	0	0	0	0	1	1
Duty Hours	0	0	1	3	0	0
Perf. Eval./ Appraisal	1	1	1	3	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	8	8	11	15	17	3
Sexual	1	1	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	0	2	0	1	1
Promotion/Non-Selection	5	1	2	5	7	7

Reassignment						
Denied	0	0	0	1	1	0
Directed	2	3	3	2	1	0
Reasonable Accommodation Disability	0	1	2	4	1	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	1	0
Termination	2	2	1	1	3	1
Terms/Conditions of Employment	7	9	7	7	4	1
Time and Attendance	2	1	1	2	4	2
Training	2	1	0	0	4	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 03-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	205.47	256.83	276.81	219.39	183.96	179.56
Average number of days in final action	23.28	38.54	33.57	42.83	38.58	37.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	200.82	284.80	292.71	208.62	186.64	184.57

Average number of days in final action	19.72	4.00	14.38	10.00	18.20	0		
Complaint pending during fiscal year where hearing was not requested								
Average number of days in investigation	214.00	204.38	249.80	244.00	180.20	182.62		
Average number of days in final action	32.43	53.89	59.17	59.25	61.22	0		
Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					2017 Thru 03-31		
	2012	2013	2014	2015	2016			
Total Complaints Dismissed by Agency	5	1	4	5	6	3		
Average days pending prior to dismissal	230.4	21	616.5	85.2	25.83	127.67		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	5	2	5	2	4	0		
Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2017 Thru 03-31		
	2012	2013	2014	2015	2016			
	#	%	#	%	#	%	#	%
Total Number Findings	0	0	1	0	0	0		
Without Hearing	0	0	0	0	0	0		
With Hearing	0	0	1	100	0	0		
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data					2017 Thru 03-31		
	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	2	0	2	0	0	0		
Race	0	0	2	100	0	0		

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	1	50	0	0	0	0	0	0
Reprisal	1	50	0	0	0	0	0	0	0	0	0	0
Sex	1	50	0	0	1	50	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	1	50	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	50	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		1		0		0		0	
Race	0	0	0	0	1	100	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	0	0	0	0	0	0
Sex	0	0	0	0	1	100	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	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	2		0		1		0		0		0	
Race	0	0	0	0	1	100	0	0	0	0	0	0

Color	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	1	100	0	0	0	0	0	0	0
Reprisal	1	50	0	0	0	0	0	0	0	0	0	0	0
Sex	1	50	0	0	0	0	0	0	0	0	0	0	0
PDA	0	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	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	100	0	0	0	0	0	0	0
Genetics	0	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	0
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data											2017 Thru 03-31	
	2012		2013		2014		2015		2016				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		0		2		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	1	50	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	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment													
Non-Sexual	2	100	0	0	1	50	0	0	0	0	0	0	0
Sexual	0	0	0	0	1	50	0	0	0	0	0	0	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	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	0
Directed	0	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	0
Reinstatement	0	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	0
Retirement	0	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	0
Telework	0	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	0
Terms/Conditions of Employment	0	0	0	0	1	50	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	50	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	0
User Defined - Other 2	0	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	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		0		0		0		0

Pay including overtime	0	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	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation Disability	0	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	0
Religious Accommodation	0	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	0
Sex-Stereotyping	0	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	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	100	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	50	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	0
User Defined - Other 2	0	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	0
User Defined - Other 4	0	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 03- 31						
	Previous Fiscal Year Data												
	2012	2013	2014	2015	2016								
Total complaints from previous Fiscal Years	19	23	24	25	24	34							
Total Complainants	19	22	22	24	22	33							
Number complaints pending													
Investigation	1	0	0	0	0	0							

ROI issued, pending Complainant's action	0	0	0	0	0	3
Hearing	18	23	23	23	24	30
Final Agency Action	0	0	1	1	0	1
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 03- 31
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	0	5	0	0	0	0