

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

OCC

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	12	17	17	15	18	4
Number of Complainants	9	17	17	15	18	4
Repeat Filers	3	0	0	0	0	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	3	8	8	9	5	2
Color	0	1	1	5	3	2
Religion	0	0	0	2	0	0
Reprisal	6	6	3	10	8	3
Sex	4	6	5	8	8	0
PDA	1	0	0	0	0	0
National Origin	1	0	2	2	2	1

Equal Pay Act	0	0	0	1	1	0
Age	0	6	7	4	8	2
Disability	2	3	7	5	8	2
Genetics	0	0	0	1	0	0
Non-EEO	4	0	0	3	0	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	3	6	4	6	4	2
Assignment of Duties	1	3	0	2	1	1
Awards	0	0	0	1	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	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	1	0	0	0
Perf. Eval./ Appraisal	3	3	5	3	5	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	5	4	6	7	2
Sexual	0	1	0	1	1	0
Medical Examination	0	0	0	1	0	0
Pay including overtime	0	1	1	1	0	0
Promotion/Non-Selection	1	1	0	1	2	0

Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	2	0
Reasonable Accommodation Disability	0	1	1	2	4	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	2	0
Termination	3	2	3	0	1	1
Terms/Conditions of Employment	4	2	2	1	3	1
Time and Attendance	0	0	1	2	1	0
Training	0	1	1	3	0	0
Other						
Equal Pay Act Violation	0	0	0	0	1	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	96.00	104.00	130.77	171.80	192.75	239.83
Average number of days in final action	12.00	23.50	38.60	22.50	29.90	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	74.67	104.00	122.60	153.14	203.75	438.00

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												
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
Findings After Hearing	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	4	6	8	13	11	25						
Total Complainants	4	6	8	13	11	24						
Number complaints pending												
Investigation	0	0	0	0	1	6						

ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	4	6	7	13	10	14
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	0	0	0	0	1	0