



**NO FEAR ANNUAL REPORT TO CONGRESS**

**FISCAL YEAR 2019**

**COURT SERVICES AND OFFENDER SUPERVISION AGENCY**

## TABLE OF CONTENTS

	PAGE
<b>I. INTRODUCTION</b>	<b>3</b>
<b>II. DATA</b>	<b>4</b>
<b>A. CIVIL CASES AND DISPOSITIONS</b>	<b>4</b>
<b>B. JUDGMENT FUND REIMBURSEMENTS</b>	<b>4</b>
<b>C. DISCIPLINARY ACTIONS</b>	<b>4</b>
<b>D. DISCIPLINARY POLICIES</b>	<b>4</b>
<b>III. FINAL YEAR-END DATA</b>	<b>5</b>
<b>IV. COMPLAINT DATA ANALYSIS</b>	<b>5</b>
<b>A. TRENDS, CAUSAL ANALYSIS, AND PRACTICAL KNOWLEDGE GAINED</b>	<b>5</b>
<b>1. PRE-COMPLAINTS</b>	<b>5</b>
<b>2. COMPLAINTS</b>	<b>7</b>
<b>A. INVESTIGATIONS</b>	<b>7</b>
<b>B. NEW COMPLAINTS</b>	<b>7</b>
<b>3. POST-INVESTIGATION ACTIVITY</b>	<b>9</b>
<b>B. ACTIONS PLANNED OR TAKEN TO IMPROVE AGENCY'S EEO COMPLAINT PROGRAM/NO FEAR TRAINING PROGRAM</b>	<b>10</b>

## I. INTRODUCTION

Congress established the Court Services and Offender Supervision Agency for the District of Columbia (CSOSA) in the National Capital Revitalization and Self-Government Improvement Act of 1997. In that same Act, Congress established the Pretrial Services Agency of the District of Columbia (PSA) as an independent entity within CSOSA. For purposes of this report, CSOSA and PSA are collectively referred to as the “Agency.” The Agency was certified as an independent Executive branch agency in 2000 and remains committed to its mission of increasing public safety, preventing crime, reducing recidivism and supporting the fair administration of justice in the District of Columbia.

The Agency is pleased to present its “Annual Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act) Report to Congress for Fiscal Year 2019.” This report summarizes the Agency’s activities aimed at ensuring accountability for antidiscrimination and whistle blower employment related laws. This No FEAR Act Annual Report covers Fiscal Year (FY) 2019, the time frame from October 1, 2018 through September 30, 2019.

The No FEAR Act was signed into law by President George W. Bush on May 15, 2002, and became effective on October 1, 2003. The Act requires Federal agencies to be accountable for violations of antidiscrimination and whistleblower protection laws and to post on their websites certain statistical data relating to Federal sector Equal Employment Opportunity (EEO) complaints filed with the Agency. The Act also requires that, no later than 180 days after the end of the fiscal year, Federal agencies submit an annual report to the Speaker of the House of Representatives, the President *pro tempore* of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the Agency, the Attorney General, and the Equal Employment Opportunity Commission (EEOC). Federal agencies are also mandated to submit the report to the Office of Personnel Management (OPM) pursuant to 5 C.F.R § 724.302.

Under the No FEAR Act, Federal agencies must report:

- the number, status, and disposition of Federal District Court cases arising under the laws covered by the No FEAR Act;
- the amount of any reimbursements to the Judgment Fund;
- the number and types of disciplinary actions taken against employees related to discrimination, retaliation, or harassment or the commission of a prohibited personal practice;
- the policies implemented relating to appropriate disciplinary actions;
- the final year end summary data related to the Agency’s EEO complaint activity for the fiscal year;
- an analysis of the data collected with respect to trends and causal analysis;
- actions planned or taken to improve the Agency’s complaint program; and
- the Agency’s No FEAR training plan.

Consistent with the mandates of this statute, the Agency has posted its quarterly complaint statistics on its internal and external websites.

## **II. DATA**

### **A. Civil Cases and Disposition**

Under Section 203(a)(1) of the No FEAR Act, Federal agencies are required to report “the number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a) in which discrimination on the part of such agency was alleged.” Further, Section 203(a)(2) requires agencies to report the status or dispositions of those cases. Pursuant to these reporting requirements, the Agency announces that there were no new cases filed nor were there any cases pending in Federal District Court in FY 2019.

### **B. Judgment Fund Reimbursements**

Section 203(a)(3) of the No FEAR Act mandates that agencies include in their reports the amount of money the Federal agencies were required to reimburse the Judgment Fund for payments covered by the Act and identify the amount of the reimbursements attributable to the payment of attorneys’ fees. The Act also requires that agencies report any budgetary adjustments required to comply with agencies’ obligations to reimburse the Judgment Fund under Section 203(a)(7)(8). As required by these mandates, the Agency reports that it was not required to reimburse the Judgment Fund or make any budgetary adjustments in FY 2019.

### **C. Disciplinary Actions**

Pursuant to Section 203(a)(4) of the No FEAR Act, Federal agencies must report “the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1)” of the Act. For FY 2019, the Agency did not discipline any employees for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in Section 203(a)(1) of the Act.

### **D. Disciplinary Policies**

Section 203(a)(6) of the No FEAR Act requires Federal agencies to include in their annual report a detailed description of the policies implemented by the agencies related to disciplinary actions imposed against a Federal employee who discriminates against any individual in violation of the laws cited under Section 201(a)(1) or (a)(2).

The Agency promulgated and enforces its EEO and antidiscrimination policies and procedures in order to prevent discrimination and to notify employees of the consequences of engaging in discriminatory acts. These policies set forth employee rights and responsibilities under EEO laws. These policies are periodically reviewed to ensure that they are current and are applied consistently and fairly. To this end, the Agency is currently undertaking a review of the EEO and antidiscrimination policies discussed below.

The Agency has in place an Equal Employment Opportunity and Diversity Policy, a Sexual Harassment Policy, and an Anti-Harassment Policy, all of which are accessible on the Agency's intranet. The Agency also provides the substance of the Equal Employment Opportunity and Diversity Policy as well as the Sexual Harassment Policy to employees at the time they join the Agency. Further, employees receive training on those policies and the Agency's EEO Program during the New Employee Orientation program.

The Equal Employment Opportunity and Diversity Policy set forth the Agency's firm commitment to a workplace free of discrimination and harassment. It explains the EEO process, including how to initiate the process, the regulatory time frames involved, and the various steps in the process.

The Sexual Harassment Policy and the Anti-Harassment Policy reinforce the Agency's commitment to an environment free of harassment. They define sexual harassment, set forth the roles and responsibilities of the various offices, and include an illustration of the EEO complaint process.

### **III. FINAL YEAR-END DATA**

Section 203(a)(5) of the No FEAR Act mandates that the report includes the Agency's final year-end data posted under Section 301(c)(1)(B) for each fiscal year. In addition, Section 301(c)(2) requires that Federal agencies include the data for each of the five (5) immediately preceding fiscal years. The Agency includes the final year-end data required under Section 301(b) in Appendix A.

### **IV. COMPLAINT DATA ANALYSIS**

Pursuant to the No FEAR Act's Section 203(a)(7), Federal agencies must analyze the "information described under paragraphs (1) and (6) (in conjunction with data provided to the Equal Employment Opportunity Commission[,],...including (A) an examinations of trends; (B) causal analysis; (C) practical knowledge gained through experience; and (D) any actions planned or taken to improve complaint or civil rights programs of the agency." Below, the Agency sets forth its analysis in the respective areas.

#### **A. Trends, Causal Analysis, and Practical Knowledge Gained**

##### **1. Pre-Complaints**

The objective of the EEO pre-complaint process is to seek resolution of a concern raised by an aggrieved applicant, employee, or former employee (Aggrieved) and avoid the filing of a formal EEO complaint, if possible. In many cases, the Aggrieved is given the option to proceed with traditional EEO Counseling or participate in the Alternative Dispute Resolution (ADR) process.

If the Aggrieved elects to participate in the traditional EEO Counseling process, his or her assigned EEO Counselor has thirty (30) days in which to conduct an inquiry by interviewing the Aggrieved and the Responsible Management Officials (RMOs), present the Aggrieved's requested relief to the RMOs and try to reach a resolution. The 30-day timeframe can be extended up to an additional sixty (60) days with the approval of the Aggrieved. If no resolution can be reached, the EEO

Counselor will conduct a final interview with the Aggrieved and provide a Notice of Right to File an EEO Complaint. The Aggrieved has fifteen (15) days after receipt of the Right to File Notice to file a complaint.

If the Aggrieved elects to participate in the ADR process in lieu of traditional EEO Counseling, the pre-complaint is forwarded to the Agency's ADR Director for processing. The ADR Office has up to ninety (90) days to attempt to obtain a resolution. If no resolution can be reached, the pre-complaint is returned to the EEO Counselor who will conduct a final interview and provide the Aggrieved with a Right to File Notice. Again, the Aggrieved has fifteen days (15) after receipt of the Notice.

From October 1, 2018 through September 30, 2019, the Agency processed 23 pre-complaints. In seven (7) of the twenty-three (23) pre-complaints, the Aggrieveds selected ADR in the first instance. One (1) of those Aggrieved subsequently changed his or her election in favor of traditional counseling. In four (4) of those pre-complaints, the Aggrieveds later withdrew from the EEO process.

With respect to the remaining sixteen (16) of the pre-complaints, the Aggrieveds – two of which were repeat filers from previous years – elected traditional counseling. In two (2) complaints, the Aggrieveds chose not to pursue the pre-complaint and, therefore, their pre-complaints were administratively closed. In twelve (12) of the pre-complaints, the Aggrieveds filed complaints.

In FY 2019, the Aggrieveds elected to participate in the ADR process only 30% of the time. This number falls to 26% when the Aggrieved who changed his or her mind on counseling is considered. The decline in the number of the Aggrieveds electing ADR continued the trend from FY 2018.

The Agency is committed to promoting ADR to address concerns that may give rise to EEO complaints. To counter the continuing decline in the election of ADR, the Agency will provide additional training on the ADR process and its benefits in an attempt to increase awareness and willingness to use this process for resolving workplace disputes.

## 2. Complaints

### a. Investigations

Once the Agency accepts a complaint, it must conduct an impartial and thorough investigation and prepare the factual record of investigation upon which the factfinder can make findings on the claims raised in the complaint and draw a conclusion as to whether discrimination occurred. The Agency has 180 days to conduct its investigation. The 180-day timeframe can be extended with approval of the applicant, employee, or former employee who filed the complainant (Complainant) or, if other like or related allegations are subsequently filed by the Complainant and added to the investigation.

If the Agency dismisses a complaint, but the EEOC later remands it for investigation, the Agency has 150 days to complete that investigation.

During FY 2019, the Agency began or continued investigations into twenty-three (23) complaints, including six (6) investigations that remained from previous fiscal years. The dispositions of the complaints and/or investigations were as follows:

- Twelve (12) complaints remained under active investigation.
- Five (5) complaints from previous years were appealed and remanded to the Agency for investigation.
- In two (2) complaints, the Complainants requested to reenter into ADR, although the complaints were in the investigatory process.
- In one (1) complaint, the Complainant requested a hearing before the EEOC after the investigation was completed.
- Two (2) complaints were dismissed after which the Complainants filed appeals with the EEOC.
- In one (1) complaint, the parties reached a settlement after the conclusion of the investigation.

### b. New Complaints

In FY 2019, the Agency saw a decrease in the number of new complaints for the second consecutive year. The Agency received fifteen (15) new complaints, which is four (4) complaints less than in FY 2018 and six (6) complaints less than in FY 2017.

The Agency sets forth below the most commonly cited bases and issues raised in the new complaints.<sup>1</sup> The basis is the protected characteristic the Complainant alleges motivated the discriminatory conduct. The issue is the specific types of action(s) or incident(s) for which the Complainant is seeking redress.

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<sup>1</sup> Since a Complainant may allege more than one basis for discrimination and/or more than one issue in a complaint, the number of bases and/or issues alleged will often exceed the number of complaints filed.

In FY 2019, Complainants most frequently cited sex, reprisal, race, and disability as the bases for the discrimination alleged in their complaints. Indeed, sex was alleged as the basis in nine (9) complaints; reprisal was alleged in six (6) complaints; and race and disability were each alleged as the basis in five (5) complaints. While the number of complaints citing sex as a basis remained unchanged between FY 2018 and FY 2019, there were declines in the number of complaints identifying race and reprisal as bases. With respect to race, there has been a steady decline in the complaints identifying it as a bases over the last four (4) years. Indeed, in FY 2016, twelve (12) complaints included race as a basis while in FY 2019, less than half as many did. As for reprisal, the number of complaints identifying reprisal as a basis dropped from ten (10) in FY 2018 to six (6) in FY 2019.

The Agency received more complaints alleging disability and religion as a basis in FY 2019. The complaints alleging disability as a basis increased by three (3). The complaints alleging religion increased from zero (0) in FY 2018 to two (2) in FY 2019.

In FY 2019, the four (4) issues most frequently cited in the complaints were harassment (non-sexual), assignment of duties, terms and conditions, and duty hours. Harassment was identified in ten (10) complaints, assignment of duties in five (5) complaints, and terms and conditions and duty hours were each identified in four (4) complaints. In FY 2017 and FY 2018, harassment (non-sexual), assignment of duties, and terms and conditions were also among the top five (5) most often cited issues. While there has been some variance in the frequency that other issues have been cited, harassment has continued to be among the most cited issues since FY 2014.

In reviewing the complaints data, it is clear that the Agency must continue to focus training in the areas of sex, reprisal, race, and disability as these areas represented 74% of the allegations in FY 2019. And indeed, race, sex, and reprisal have accounted for the majority of the allegations since FY 2014. Moreover, harassment continues to remain among the most cited issues since 2014, which demonstrates the Agency’s continuing need to train in this area as well. To that end, the Agency intends to conduct in-person training focusing on sex, reprisal, race, disability and harassment as it introduces the revised Equal Employment Opportunity and Diversity and Anti-Harassment Policies, which the Agency expects to complete in 2020.

The charts below compare the most frequent bases and issues for the Agency in FY 2019 with the entire Federal workforce.<sup>1</sup>

### Most Frequent Bases<sup>2</sup>

Agency (FY 2019)	Government-Wide (FY 2018)
Sex – 60%	Reprisal/Retaliation – 53.8%
Reprisal/Retaliation – 40%	Disability (physical) – 33.4%
Disability – 33.3%	Race – 33.0%
Race – 33.3%	Sex – 32.4%

<sup>1</sup> FY2018 is the most recent workforce data posted on EEOC website.

<sup>2</sup> These percentages add up to more than 100% because some charges allege multiple bases. Complaints can have more than one basis.



### Most Frequent Issues<sup>3</sup>

Agency (FY 2019)	Government-Wide (FY 2018)
Harassment (Non-Sexual) – 66.67%	Harassment (non-sexual) – 23.75%
Assignment of Duties – 33.33%	Terms and Conditions – 20.17%
Terms and Conditions – 25.67%	Discipline – 10.34%
Duty Hours – 26.67%	Constructive Discharge – 5.43%

<sup>3</sup> These percentages add up to more than 100% because some charges allege multiple bases. Complaints can have more than one issue.

The chart below indicates the number of pending complaint investigations in FY 2019 arising from the Agency’s respective organizational units. The Agency will use this information to prioritize these units for training.

### Volume of Complaint Activity

CSOSA Organizational Unit	Number of Cases
Office of Community Supervision & Intervention Services (OCSIS) <sup>4</sup>	17
Office of Financial Management	2
Office of Legislative and Public Affairs	1
PSA Organizational Unit	Number of Complaints
Office of Administration	2
Office of Information Technology	1

<sup>4</sup> In FY 2019, the Community Justice Program (CJP) became a part of OCSIS. The one complaint arising from CJP is reflected in the complaint numbers for OCSIS.

### 3. Post-Investigation Activity

At the end of FY 2019, there were nineteen (19) complaints awaiting a hearing before the EEOC and three (3) appeals pending with the EEOC’s Office of Federal Operations. In FY 2019, there were no findings of discrimination.

## **B. Actions Planned or Taken to Improve Agency's EEO Complaint Program/ No FEAR Act Training Plan**

During FY 2019, the Agency took a number of actions aimed at improving the Agency's EEO complaint program. Those actions included:

- using technology to provide web-based EEO and No FEAR Act training to ensure employees received such training on a biennial basis and to ensure new employees received such training within 90 days of their arrival at the Agency;
- designating an Office of Human Resources employee to serve as the collateral duty Reasonable Accommodation Coordinator;
- continuing to use collateral duty EEO Counselors who increase awareness regarding the Agency's EEO and ADR programs in their respective organizational units; and
- continuing to closely partner with Special Emphasis Program Committees, which provide a resource and a venue for employees in underrepresented groups to surface issues that may be unique to the groups.

In FY 2020, the Agency plans to take the following actions:

- supplement web-based EEO and No FEAR training with in-person training;
- provide additional training on the ADR process;
- strategize to improve the timeliness of complaints processing and investigations;
- offer continued exit interview opportunities for departing employees;
- complete the revised Anti-Harassment Policy and Procedures;
- complete the revised Reasonable Accommodation Policy and Procedures;
- transition reasonable accommodation requests to the employee designated as the collateral duty Reasonable Accommodation Coordinator upon the implementation of the revised Reasonable Accommodation Policy and Procedures;
- complete the revised Equal Employment Opportunity and Diversity Policy;
- recruit and appoint new members of the Special Emphasis Program Committees, including the Disability Employment Program Committee; and
- recruit an additional full-time employee for the EEO Program.

## Appendix A EEO Data for FY 2019 and Preceding Five (5) Years

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					October 1, 2018 Thru September 30, 2019
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Number of Complaints Filed	12	14	21	21	19	15
Number of Complainants	11	14	21	18	18	15
Repeat Filers	1	10	0	3	1	0
Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					October 1, 2018 Thru September 30, 2019
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Race	7	6	12	10	9	5
Color	4	5	5	4	5	3
Religion	3	1	0	1	0	2
Reprisal/Retaliation	3	8	11	8	10	6
Sex	5	7	8	8	9	9
National Origin	1	1	2	2	1	1
Equal Pay Act	0	0	0	0	0	1
Age	5	6	6	6	9	2
Disability	3	2	4	2	2	5
Non-EEO	0	0	0	0	0	0
Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					October 1, 2018 Thru September 30, 2019
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Appointment/Hire	0	1	0	1	0	0
Assignment of Duties	1	0	0	2	7	5
Awards	0	0	0	0	1	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action	3	3	4	0	7	1
Demotion	0	0	0	0	0	0
Reprimand	3	2	4	0	3	2
Suspension	0	1	1	0	4	1
Removal	0	0	1	1	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	2	4
Evaluation/Appraisal	1	3	2	1	5	3
Examination/Test	0	0	0	0	0	0
Harassment	6	6	8	5	6	10
Non-Sexual	6	0	8	5	6	10
Sexual	0	0	0	0	0	0
Medical Examination	0	0	1	0	1	1
Pay (Including Overtime)	0	3	0	1	1	2

Promotion/Non-Selection	2	3	4	4	1	2						
Reassignment	0	3	1	1	4	2						
Denied	0	2	0	1	1	1						
Directed	0	1	1	0	3	1						
Reasonable Accommodation	0	0	2	1	2	2						
Reinstatement	1	0	1	0	0	0						
Retirement	0	0	0	1	0	0						
Termination	0	2	1	1	1	0						
Terms/Conditions of Employment	2	1	2	2	5	4						
Time and Attendance	2	0	4	0	0	2						
Training	0	0	0	0	1	3						
Other	0	6	2	0	0	0						
<b>Processing Time (29 CFR 1614.704(f))</b>	<b>Comparative Data (29 CFR 1614.705)</b>					<b>October 1, 2018 Thru September 30, 2019</b>						
<i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>	<b>Previous Fiscal Year Data</b>											
	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>							
Complaints pending ( <i>for any length of time</i> ) during the fiscal year (1614.704(f)(1))	166	177	149	178.1	228.5	287.50						
Average number of days in investigation stage	45	51	36	37	49	101.83						
Average number of days in final action stage												
Complaints pending ( <i>for any length of time</i> ) during the fiscal year <b>where a hearing was requested</b> (1614.704(f)(3))	171	179	179	257	279.6	309.25						
Average number of days in investigation stage	38	38	30	0	76.5	60.00						
Average number of days in final action stage												
Complaints pending ( <i>for any length of time</i> ) during the fiscal year <b>where a hearing was not requested</b> 1(1614.704(f)(2))	154	159	0	205	0	244.00						
Average number of days in investigation stage	54	64	0	32	88.0	195.67						
Average number of days in final action stage												
<b>Complaints Dismissed by Agency (29 CFR 1614.704(g))</b>	<b>Comparative Data (29 CFR 1614.705)</b>					<b>October 1, 2018 Thru September 30, 2019</b>						
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>							
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	3	1	4	3	6	5						
Average days pending prior to dismissal	99	113	52	49.75	128.8	227						
<b>Complaints Withdrawn by Complainants (29 CFR 1614.704(h))</b>												
Total complaints withdrawn by complainants	1	0	8	1	0	1						
<b>Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))</b>	<b>Comparative Data (29 CFR 1614.705)</b>										<b>October 1, 2018 Thru September 30, 2019</b>	
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total number of findings	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total without a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total with a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))</b>	<b>Comparative Data (29 CFR 1614.705)</b>											
	<b>Previous Fiscal Year Data</b>											

<b>Note:</b> Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		October 1, 2018 Thru September 30, 2019	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total number of findings</b>	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Race	0	0.0	0	0.0	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	0	0.0	0	0.0
Religion	0	0.0	0	0.0	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	0	0.0	0	0.0
Sex	0	0.0	0	0.0	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	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	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	0	0.0	0	0.0
Disability	0	0.0	0	0.0	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	0.0	0	0.0
<b>Findings after a hearing</b>	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Race	0	0.0	0	0.0	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	0	0.0	0	0.0
Religion	0	0.0	0	0.0	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	0	0.0	0	0.0
Sex	0	0.0	0	0.0	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	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	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	0	0.0	0	0.0
Disability	0	0.0	0	0.0	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	0.0	0	0.0
<b>Findings without a hearing</b>	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Race	0	0.0	0	0.0	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	0	0.0	0	0.0
Religion	0	0.0	0	0.0	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	0	0.0	0	0.0
Sex	0	0.0	0	0.0	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	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	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	0	0.0	0	0.0
Disability	0	0.0	0	0.0	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	0.0	0	0.0
<b>Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))</b>	<b>Comparative Data (29 CFR 1614.705)</b>										<b>October 1, 2018 Thru September 30, 2019</b>	
<b>Note:</b> Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints and findings.	<b>Previous Fiscal Year Data</b>											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total number of findings</b>	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Appointment/Hire	0	0.0	0	0.0	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	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Demotion	0	0.0	0	0.0	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	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	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	0	0.0	0	0.0
Other	0	0.0	0	0.0	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	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	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	0.0	0	0.0
Harassment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Sexual	0	0.0	0	0.0	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	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	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	0.0	0	0.0
Promotion/Non-Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Denied	0	0.0	0	0.0	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	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	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	0.0	0	0.0
Retirement	0	0.0	0	0.0	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	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0	0.0	0	0.0
<b>Findings after a hearing</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Appointment/Hire	0	0.0	0	0.0	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	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Demotion	0	0.0	0	0.0	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	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	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	0	0.0	0	0.0
Other	0	0.0	0	0.0	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	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	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	0.0	0	0.0
Harassment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Sexual	0	0.0	0	0.0	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	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	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	0.0	0	0.0
Promotion/Non-Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Denied	0	0.0	0	0.0	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	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	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	0.0	0	0.0

Retirement	0	0.0	0	0.0	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	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0	0.0	0	0.0
<b>Findings without a hearing</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Appointment/Hire	0	0.0	0	0.0	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	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Demotion	0	0.0	0	0.0	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	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	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	0	0.0	0	0.0
Other	0	0.0	0	0.0	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	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	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	0.0	0	0.0
Harassment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Sexual	0	0.0	0	0.0	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	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	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	0.0	0	0.0
Promotion/Non-Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Denied	0	0.0	0	0.0	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	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	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	0.0	0	0.0
Retirement	0	0.0	0	0.0	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	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0.0	0	0.0
<b>Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l))</b>	<b>Comparative Data (29 CFR 1614.705)</b>					<b>October 1, 2018 Thru September 30, 2019</b>						
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>							
Total complaints from previous Fiscal Years	18	20	21	21	28	22						
Total complainants from previous Fiscal Years	16	18	21	18	26	22						
<b>Number of Complaints Pending</b>												
Investigation	5	5	14	4	4	1						
ROI issued, pending complainant's action	0	2	0	0	0	0						
Hearing	10	14	18	21	22	18						
Final Action	0	3	2	2	2	3						
Appeal with EEOC Office of Federal Operations	3	3	2	3	3	14						

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					October 1, 2018 Thru September 30, 2019
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Pending Complaints Where Investigation Exceeds Required Time Frames	6	8	13	6	5	1