

SBA No Fear Act Data As Of December 31, 2018

Complaint Activity	2015	2016	2017	2018	2019
Number of Complaints Filed	38	31	33	37	1
Number of Complaints	38	31	31	37	1
Repeat Filers	0	0	1	0	0

Complaints by Basis

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed

Bases	2015	2016	2017	2018	2019
Race	19	12	13	19	1
Color	3	5	8	6	0
Religion	1	1	3	1	0
Reprisal	19	19	25	18	1
Sex	23	8	14	5	1
PDA	1	0	0	0	0
National Origin	7	5	9	9	1
Equal Pay Act	0	0	0	0	0
Age	20	11	18	12	0
Disability	16	15	8	10	0
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0

Complaints by Issue

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed

Issue	2015	2016	2017	2018	2019
Appointment/Hire	7	5	3	7	1
Assignment of Duties	7	10	13	9	0
Awards	4	0	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	0	0	1	0	0
Disciplinary Action-Reprimand	3	3	5	7	0
Disciplinary Action-Suspension	4	3	2	2	0
Disciplinary Action-Removal	0	2	1	1	0
Disciplinary Action-Other	1	1	0	2	0
Duty Hours	0	0	1	0	0
Perf. Eval./Appraisal	9	9	14	8	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	16	17	19	17	1
Harassment-Sexual	2	0	2	1	1
Medical Examination	0	0	0	0	0
Pay Including Overtime	1	3	0	2	0
Promotion/non-Selection	9	9	8	2	0
Reassignment					
Reassignment-Denied	2	1	0	0	0
Reassignment-Directed	1	2	3	3	1
Reasonable Accommodation	2	1	1	2	0
Reinstatement	0	0	0	0	0
Religious Accommodation	0	0	0	0	0
Retirement	0	1	1	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	2	0	0	0
Termination	1	2	7	8	1
Terms/Conditions of Employment	4	12	11	10	1
Time and Attendance	2	4	6	3	0
Training	0	1	4	6	0
Other	1	0	0	0	0

Processing Time

Complaint pending during fiscal year	2015	2016	2017	2018	2019
Average number of days in investigation	267.88	260.92	278.24	273.52	266
Average number of days in final action	31.57	22	19.5	48.41	24.14
Complaint pending during fiscal year where hearing was requested	2015	2016	2017	2018	2019
Average number of days in investigation	310.92	263.81	272.1	281	0
Average number of days in final action	18.33	24.6	16	13.44	24.14
Complaint pending during fiscal year where hearing was not requested	2015	2016	2017	2018	2019
Average number of days in investigation	224.83	255.78	288.15	257.67	266
Average number of days in final action	26.5	30	67.75	46.14	0
Complaint Dismissed by Agency	2015	2016	2017	2018	2019
Total Complaints Dismissed by Agency	0	0	0	6	0
Average days pending prior to dismissal	0	0	0	121	0
Complaint Withdrawn by Complainants	2015	2016	2017	2018	2019
Total Complaints withdrawn by complainants	0	1	0	2	0
Total Final Agency Actions Finding Discrimination	2015	2016	2017	2018	2019
Total Number Findings	1	0	0	0	0
Without Hearing	0	0	0	0	0
With Hearing	1(100%)	0	0	0	0

Findings of Discrimination Rendered by Basis

Note: Complaints can be filed alleging multiple bases

The sum of the bases may not equal total complaints and findings	2015	2016	2017	2018	2019
Total Number Findings	0	0	0	0	0
Race	0	0	0	0	0
Color	0	0	0	0	0
Religion	0	0	0	0	0
Reprisal	0	0	0	0	0
Sex	0	0	0	0	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	0
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0
Findings After Hearing	0	0	0	0	0
Race	0	0	0	0	0
Color	0	0	0	0	0
Religion	0	0	0	0	0
Reprisal	0	0	0	0	0
Sex	0	0	0	0	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	0
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0
Race	0	0	0	0	0
Color	0	0	0	0	0
Religion	0	0	0	0	0
Reprisal	0	0	0	0	0
Sex	0	0	0	0	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	0
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0

Findings of Discrimination Rendered by Issue

Findings of Discrimination Rendered by Issue	2015	2016	2017	2018	2019
Total Number of Findings	0	0	0	0	0
Appointment/Hire	0	0	0	0	0
Assignment of Duties	0	0	0	0	0
Awards	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	0	0	0	0	0
Disciplinary Action-Reprimand	0	0	0	0	0
Disciplinary Action-Suspension	0	0	0	0	0
Disciplinary Action-Removal	0	0	0	0	0
Disciplinary Action-Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0
Reassignment					
Reassignment-Denied	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	0	0	0
Other	0	0	0	0	0
Findings without hearing-					
Appointment/Hire	0	0	0	0	0
Assignment of Duties	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2015	2016	2017	2018	2019
Awards	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	0	0	0	0	0
Disciplinary Action-Reprimand	0	0	0	0	0
Disciplinary Action-Suspension	0	0	0	0	0
Disciplinary Action-Removal	0	0	0	0	0
Disciplinary Action-Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0
Reassignment-Denied	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	0	0	0
Other	0	0	0	0	0
Findings after hearing-Appointment/Hire	0	0	0	0	0
Findings after hearing-Assignment of Duties	0	0	0	0	0
Findings after hearing-Awards	0	0	0	0	0
Findings after hearing-Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary action-Demotion	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2015	2016	2017	2018	2019
Disciplinary action-Reprimand	0	0	0	0	0
Disciplinary action-Suspension	0	0	0	0	0
Disciplinary action-Removal	0	0	0	0	0
Disciplinary action-Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0
Reassignment-Denied	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	0	0	0
Other	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints	2015	2016	2017	2018	2019
Total Complaints From previous Fiscal Years	46	52	62	66	86
Number of Complainants	42	49	57	57	78
Number Complaints Pending	2015	2016	2017	2018	2019
Investigation	1	3	3	2	17
ROI issued pending Complainant's action	0	0	0	0	1
Hearing	35	42	49	49	55
Final Agency Action	9	5	5	12	7
Appeal with EEOC Office of Federal Operations	3	4	4	6	6
Complaint Investigations	2015	2016	2017	2018	2019
Pending Complainants where Investigation Exceed Required Time Frames	3	4	6	4	11