

SBA No Fear Act - Including FY20 1st Quarter data as of December 31, 2019

Complaint Activity	2015	2016	2017	2018	2019	2020
Number of Complaints Filed	38	31	33	37	16	7
Number of Complaints	38	31	31	37	16	7
Repeat Filers	0	0	1	0	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	2020
Race	19	12	13	19	8	3
Color	3	5	8	6	2	0
Religion	1	1	3	1	1	0
Reprisal	19	19	25	18	5	1
Sex	23	8	14	5	8	4
PDA	1	0	0	0	1	0
National Origin	7	5	9	9	4	0
Equal Pay Act	0	0	0	0	0	0
Age	20	11	18	12	4	1
Disability	16	15	8	10	7	1
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	1

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	2020
Appointment/Hire	7	5	3	7	3	1
Assignment of Duties	7	10	13	9	0	0
Awards	4	0	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action-Demotion	0	0	1	0	1	0
Disciplinary Action-Reprimand	3	3	5	7	2	0
Disciplinary Action-Suspension	4	3	2	2	1	0
Disciplinary Action-Removal	0	2	1	1	1	0
Disciplinary Action-Other	1	1	0	2	0	0
Duty Hours	0	0	1	0	0	0
Perf. Eval./Appraisal	9	9	14	8	0	0
Examination/Test	0	0	0	0	0	0
Harassment-Non-Sexual	16	17	19	17	6	6
Harassment-Sexual	2	0	2	1	1	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	1	3	0	2	0	0
Promotion/non-Selection	9	9	8	2	0	0
Reassignment						
Reassignment-Denied	2	1	0	0	0	0
Reassignment-Directed	1	2	3	3	1	0
Reasonable Accommodation	2	1	1	2	0	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	0	0	0	0
Termination	1	2	7	8	2	0

Issue	2015	2016	2017	2018	2019	2020
Terms/Conditions of Employment	4	12	11	10	3	0
Time and Attendance	2	4	6	3	0	0
Training	0	1	4	6	0	0
Other						
User Defined – Other 1	1	0	0	0	0	0
User Defined – Other 2						
User Defined – Other 3						
User Defined – Other 4						

Processing Time (Including FY20 1st Quarter data as of December 31, 2019)

Complaint pending during fiscal year	2015	2016	2017	2018	2019	2020
Average number of days in investigation	268	261	278	274	346	352
Average number of days in final action	32	22	20	48	63	41

Complaint pending during fiscal year where hearing was requested	2015	2016	2017	2018	2019	2020
Average number of days in investigation	311	264	272	281	325	331
Average number of days in final action	18	25	16	13	63	28

Complaint pending during fiscal year where hearing was not requested	2015	2016	2017	2018	2019	2020
Average number of days in investigation	225	256	288	258	390	373
Average number of days in final action	27	30	68	46	0	87

Complaint Dismissed by Agency	2015	2016	2017	2018	2019	2020
Total Complaints Dismissed by Agency	0	0	0	6	0	1
Average days pending prior to dismissal	0	0	0	121	0	62

Complaint Withdrawn by Complainants	2015	2016	2017	2018	2019	2020
Total Complaints withdrawn by complainants	0	1	0	2	2	2

Total Final Agency Actions Finding Discrimination	2015	2016	2017	2018	2019	2020
Total Number Findings	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis (& FY20 1st Quarter data as of December 31, 2019)

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	2020
Total Number Findings	0	0	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue (& FY20 1st Quarter data as of December 31, 2019)

Findings of Discrimination Rendered by Issue	2015	2016	2017	2018	2019	2020
Total Number of Findings	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action-Demotion	0	0	0	0	0	0
Disciplinary Action-Reprimand	0	0	0	0	0	0
Disciplinary Action-Suspension	0	0	0	0	0	0
Disciplinary Action-Removal	0	0	0	0	0	0
Disciplinary Action-Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0	0
Reassignment						
Reassignment-Denied	0	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	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	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0
Findings without hearing-Appointment/Hire	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2015	2016	2017	2018	2019	2020
Finding without hearing- Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action- Demotion	0	0	0	0	0	0
Disciplinary Action- Reprimand	0	0	0	0	0	0
Disciplinary Action- Suspension	0	0	0	0	0	0
Disciplinary Action- Removal	0	0	0	0	0	0
Disciplinary Action- Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0	0
Reassignment- Denied	0	0	0	0	0	0
Reassignment- Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	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	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0
Findings after hearing- Appointment/Hire	0	0	0	0	0	0
Findings after hearing- Assignment of Duties	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2015	2016	2017	2018	2019	2020
Findings after hearing-Awards	0	0	0	0	0	0
Findings after hearing-Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary action-Demotion	0	0	0	0	0	0
Disciplinary action-Reprimand	0	0	0	0	0	0
Disciplinary action-Suspension	0	0	0	0	0	0
Disciplinary action-Removal	0	0	0	0	0	0
Disciplinary action-Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0	0
Reassignment-Denied	0	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	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	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status – Including FY20 1st Quarter Data as of December 31, 2019

Pending Complaints	2015	2016	2017	2018	2019	2020
Total Complaints From Previous Fiscal Years	46	52	62	66	73	50
Number of Complainants	42	49	57	57	66	49

Number Complaints Pending	2015	2016	2017	2018	2019	2020
Investigation	1	3	3	2	11	11
ROI issued pending Complainant's action	0	0	0	0	0	0
Hearing	35	42	49	49	46	29
Final Agency Action	9	5	5	12	11	5
Appeal with EEOC Office of Federal Operations	3	4	4	6	7	8

Investigations That Exceed Time Frames

Complaint Investigations	2015	2016	2017	2018	2019	2020
Pending Complainants where Investigation Exceed Required Time Frames	3	4	6	4	16	4