

**EQUAL EMPLOYMENT OPPORTUNITY DATE POSTED
PURSUANT TO THE NO FEAR ACT:**

**SBA
FOR 1ST QUARTER 2021 PERIOD ENDING DECEMBER 31, 2020**

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	31	33	37	17	34	34
Number of Complainants	31	31	37	17	34	34
Repeat Filers	0	1	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Race	12	13	19	8	17	17
Color	5	8	6	2	2	2
Religion	1	3	1	1	2	2
Reprisal	19	25	18	5	10	10
Sex	8	14	5	8	14	14
PDA	0	0	0	1	0	0
National Origin	5	9	9	4	2	2
Equal Pay Act	0	0	0	0	0	0
Age	11	18	12	4	10	10
Disability	15	8	10	7	6	6
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	1

Part 3 Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2021, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	5	3	7	3	8	8
Assignment of Duties*	10	13	9	0	1	1
Awards	0	1	1	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	1	1
Reprimand**	3	5	7	2	0	0
Suspension	3	2	2	1	1	1
Removal	0	1	1	0	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	1	1	2	0	1	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	0	0	0	0
Perf. Eval./ Appraisal	9	14	8	0	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	17	19	17	13	14	14
Sexual	0	2	1	2	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	0	2	0	0	0
Promotion/Non-Selection	9	8	2	0	3	3

Reassignment						
Denied	1	0	0	0	0	0
Directed	2	3	3	1	0	0
Reasonable Accommodation Disability	5	1	2	0	2	2
Reinstatement*	1	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	0	0	0	1	1
Termination	2	7	8	2	4	4
Terms/Conditions of Employment*	12	11	10	4	0	0
Time and Attendance	4	6	3	1	0	0
Training	1	4	6	0	0	0
Other Terms/Conditions of Employment*						
User Defined - Other 1*	0	0	0	0	1	1
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	260.92	278.24	273.52	356.80	350.89	350.89
Average number of days in final action	19.50	34.55	48.41	64.38	53.68	53.68
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	263.81	272.10	281.00	282.80	321.89	321.89
Average number of days in final action	16.00	8.50	13.44	63.39	21.54	21.54
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	255.78	288.15	257.67	393.80	379.89	379.89
Average number of days in final action	30.00	67.75	46.14	46.00	139.00	139.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	0	0	6	0	7	7
Average days pending prior to dismissal	0	0	121	0	287	287
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	0	2	3	2	2

Part 7 (cont) Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0		0		0		0		0		0	
Race	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
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	0	0	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

Starting in FY2021, issues marked with: * are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

Part 9 Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	52	62	66	66	26	26
Total Complainants	49	57	57	59	26	26
Number complaints pending						
Investigation	3	3	2	4	0	0
ROI issued, pending Complainant's action	0	0	0	5	3	3
Hearing	42	49	49	39	19	19
Final Agency Action	5	5	12	14	2	2
Appeal with EEOC Office of Federal Operations	4	4	6	7	9	9

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	4	6	4	7	14	14