

**COMPONENT: Washington Headquarters Services (WHS)**

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter:	80	82	83	0	83
B. Filed during the quarter:	12	15	9	0	36
C. Pending, at any time, during the quarter:	92	97	92	0	92
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter:	71	73	76	0	76
B. Who filed a complaint during this quarter:	12	14	8	0	34
C. Who had a complaint pending at any time during this quarter:	83	88	85	0	85
D. Who filed two or more complaints during this quarter:	0	1	1	0	2
<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis					
1. Race:	2	3	2	0	7
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	2	3	2	0	7
d. White:	0	0	0	0	0
2. Color:	0	1	0	0	1
3. Sex:	3	7	2	0	12
a. Male:	1	1	1	0	3
b. Female:	2	6	1	0	9

4. Age:	2	5	2	0	9
5. Religion:	1	0	0	0	1
6. Reprisal:	7	9	5	0	21
7. Pregnancy (PDA):	0	0	0	0	0
8. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
9. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
10. Disability:	3	3	3	0	9
11. Genetics:	0	0	0	0	0
12. Non-EEO Basis:	1	0	0	0	1
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	2	3	1	0	6
2. Assignment of Duties:	4	3	1	0	8
3. Awards:	0	0	0	0	0
4. Conversion to Full Time/Perm Status:	0	0	1	0	1
5. Disciplinary Action:	1	3	2	0	7
a. Demotion:	0	0	0	0	0
b. Reprimand:	1	2	1	0	4
c. Suspension:	0	0	1	0	1
d. Removal:	0	0	0	0	0
e. Other:	0	1	1	0	2
6. Duty Hours:	0	0	0	0	0
7. Perf. Eval./ Appraisal:	3	3	0	0	6

8. Examination/Test:	0	0	0	0	0
9. Harassment:	5	12	1	0	18
a. Non-sexual:	5	9	1	0	15
b. Sexual:	0	3	0	0	3
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	2	0	0	2
12. Promotion/Non-Selection:	0	0	0	0	0
13. Reassignment:	1	1	0	0	2
a. Denied:	0	0	0	0	0
b. Directed:	1	1	0	0	2
14. Reasonable Accommodation Disability:	2	0	1	0	3
15. Reinstatement:	0	0	0	0	0
16. Religious Accommodation:	1	0	0	0	1
17. Retirement:	0	0	0	0	0
18. Sex-Stereotyping:	0	0	0	0	0
19. Telework:	0	0	0	0	1
20. Termination:	1	2	3	0	6
21. Terms/Conditions of Employment:	2	2	2	0	6
22. Time and Attendance:	1	2	1	0	4
23. Training:	0	1	0	0	1
24. Other:	1	0	0	0	1
<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	163	176	177	0	172
B. Average number of days for Final Agency Decision:	61	37.3	41.6	0	46.3

C. Average number of days for Final Agency Action	25.5	25	24	0	24.8
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	2	1	3	0	6
E. Average number of days complaints were pending at the time of dismissal.	33	31	29	0	31
<b>V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.</b>	<b>1<sup>st</sup> Quarter FY 2020 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2020 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2020 # / %</b>	<b>4<sup>th</sup> Quarter FY 2020 # / %</b>	<b>Year to Date Total</b>
A. Total number of final agency actions (decisions) involving discrimination during the quarter.	0	0	0	0	0
B. Decisions finding discrimination without a hearing:	0	0	0	0	0
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	0	0	0	0	0
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	0	0	0	0
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
4. Pregnancy (PDA):	0	0	0	0	0
5. Age:	0	0	0	0	0
6. Religion:	0	0	0	0	0
7. Reprisal:	0	0	0	0	0
8. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0

b. Other:	0	0	0	0	0
9. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
10. Disability:	0	0	0	0	0
11. Genetics:	0	0	0	0	0
12. Non-EEO Basis:	0	0	0	0	0
D. Decisions finding discrimination without a hearing broken down by issue					
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	0	0	0	0	0
3. Awards:	0	0	0	0	0
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	0	0	0	0	0
a. Demotion:	0	0	0	0	0
b. Reprimand:	0	0	0	0	0
c. Suspension:	0	0	0	0	0
d. Removal:	0	0	0	0	0
e. Other:	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0
7. Perf. Eval./ Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	0	0	0	0
a. Non-sexual:	0	0	0	0	0
b. Sexual:	0	0	0	0	0
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0

12. Promotion/Non-Selection:	0	0	0	0	0
13. Reassignment:	0	0	0	0	0
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation Disability:	0	0	0	0	0
15. Reinstatement:	0	0	0	0	0
16. Religious Accommodation:	0	0	0	0	0
17. Retirement:	0	0	0	0	0
18. Sex-Stereotyping:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	0	0	0	0	0
21. Terms/Conditions of Employment:	0	0	0	0	0
22. Time and Attendance:	0	0	0	0	0
23. Training:	0	0	0	0	0
24. Other:	0	0	0	0	0
E. Decisions involving discrimination after a hearing:	0	0	0	0	0
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	0	0	0	0	0
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	0	0	0	0
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0

4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	0	0	0	0	0
7. Pregnancy (PDA):	0	0	0	0	0
8. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
9. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
10. Disability:	0	0	0	0	0
11. Genetics:	0	0	0	0	0
12. Non-EEO Basis:	0	0	0	0	0
G. Decisions involving discrimination after a hearing broken down by issue					
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	0	0	0	0	0
3. Awards:	0	0	0	0	0
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	0	0	0	0	0
a. Demotion:	0	0	0	0	0
b. Reprimand:	0	0	0	0	0
c. Suspension:	0	0	0	0	0
d. Removal:	0	0	0	0	0
e. Other:	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0
7. Perf. Eval./ Appraisal:	0	0	0	0	0

8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	0	0	0	0
a. Non-sexual:	0	0	0	0	0
b. Sexual:	0	0	0	0	0
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	0	0	0	0	0
13. Reassignment:	0	0	0	0	0
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation Disability:	0	0	0	0	0
15. Religious Accommodation:	0	0	0	0	0
16. Reinstatement:	0	0	0	0	0
17. Sex-Stereotyping:	0	0	0	0	0
18. Retirement:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	0	0	0	0	0
21. Terms/Conditions of Employment:	0	0	0	0	0
22. Time and Attendance:	0	0	0	0	0
23. Training:	0	0	0	0	0
24. Other:	0	0	0	0	0
<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	23	27	17	0	17
B. Number of complaints pending hearing:	54	51	55	0	55
C. Number of complaints pending final agency action:	5	5	4	0	4

D. Number of complaints pending decision on appeal:	7	9	14	0	14
<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	3	3	2	0	8