

**NARA - Equal Employment Opportunity Data  
Posted Pursuant to the No FEAR Act:  
For the 4<sup>th</sup> Quarter 2021  
Ending on September 30, 2021**

Complaint Activity	Comparative Data Previous Fiscal Year Data					10/01/2020 thru 09/30/2021
	2016	2017	2018	2019	2020	
Number of Complaints Filed	33	29	24	39	11	5
Number of Complainants	32	27	24	39	11	4
Repeat Filers	8	7	3	11	4	2

\*The total complaints in FY 2020 was 11 instead of 10.

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					10/01/2020 thru 09/30/2021
	2016	2017	2018	2019	2020	
Race	19	20	15	23	5	3
Color	7	7	6	16	2	0
Religion	2	0	1	0	1	0
Reprisal	13	11	12	22	7	5
Sex	15	13	13	18	5	3
National Origin	1	0	1	2	1	1
Equal Pay Act	0	0	1	0	0	0
Age	10	11	11	20	3	2
Disability	12	10	15	11	5	5
Genetic Information	1	2	0	0	0	0
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					10/01/2020 thru 09/30/2021
	2016	2017	2018	2019	2020	
Appointment/Hire	0	0	1	0	1	0
Assignment of Duties	5	5	5	5	0	0
Awards	0	0	0	1	1	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	1	0	0
Reprimand	7	6	3	2	1	3
Removal	1	3	0	6	3	1
Suspension	0	3	1	5	0	0
Disciplinary Warnings	***	***	2	1	1	1
Other	0	4	0	0	0	0
Duty Hours	0	1	1	1	0	0
Evaluation Appraisal	3	4	9	7	2	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	15	19	16	16	4	2
Sexual	2	1	0	2	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	3	4	0	0
Promotion/Non-Selection	7	4	9	6	4	0
<b>Reassignment</b>						
Denied	1	5	1	2	0	0
Directed	1	2	4	4	0	0
Reasonable Accommodation	4	4	4	4	4	2
Reinstatement	0	0	0	0	0	0

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					10/01/2020 thru 09/30/2021
	2016	2017	2018	2019	2020	
Retirement	0	0	0	0	0	0
Sex-Stereotyping	***	***	0	0	0	0
Telework	***	***	2	3	0	0
Termination	8	1	1	2	0	1
Terms/Conditions of Employment	0	1	2	3	0	1
Time and Attendance	5	3	7	5	1	0
Training	0	0	1	2	0	1
Other	4	0	0	0	0	0

Processing Time	Comparative Data Previous Fiscal Year Data					10/01/2020 thru 09/30/2021
	2016	2017	2018	2019	2020	
<b>Complaints pending (for any length of time) during fiscal year</b>	54	63	63	82	60	42
Average number of days in investigation stage	132	172.8	198.23	186	149.6	99.3
Average number of days in final agency action stage	135.4	135.4	164.25	165.49	71.84	165.1
<b>Complaints pending (for any length of time) during fiscal year where hearing was requested</b>	16	28	30	32	32	30
Average number of days in investigation stage	131	242.3	152.6	202	155.37	59.3
Average number of days in final action stage	21.5	140.4	263.8	150	75	187.4
<b>Complaints pending (for any length of time) during fiscal year where hearing was not requested</b>	7	7	13	25	8	9
Average number of days in investigation stage	145	300	172	206	119.5	143.5
Average number of days in final action stage	223.4	232.8	145.8	109	54.3	113.5

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					10/01/2020 thru 09/30/2021
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	6	8	3	16	0	0
Average days pending prior to dismissal	125.6	90.8	130	106.38	0	0
<b>Complaints Withdrawn by Complainants</b>						
Total complaints Withdrawn by Complainants	6	2	2	2	1	3

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										10/01/2020 thru 09/30/2021	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										10/01/2020 thru 09/30/2021	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
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
National Origin	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

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										10/01/2020 thru 09/30/2021	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	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
<b>Findings After Hearing</b>												
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
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
Genetic Information	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
<b>Findings Without Hearing</b>												
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
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

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										10/01/2020 thru 09/30/2021	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	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

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2020 thru 09/30/2021	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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
Assignment of Duties	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
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	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
Suspension	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
Other	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
Evaluation Appraisal	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
<b>Harassment</b>												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2020 thru 09/30/2021		
	2016		2017		2018		2019		2020		#	%	
	#	%	#	%	#	%	#	%	#	%			
Sexual	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
Pay (Including Overtime)	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
<b>Reassignment</b>													
Denied	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
Reasonable Accommodation	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
Retirement	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
Terms/Conditions of Employment	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
Training	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
<b>Findings After Hearing</b>													
Appointment/Hire	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
Awards	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
<b>Disciplinary Action</b>													
Reprimand	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
Removal	0	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2020 thru 09/30/2021		
	2016		2017		2018		2019		2020		#	%	
	#	%	#	%	#	%	#	%	#	%			
Other	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
Evaluation Appraisal	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
<b>Harassment</b>													
Non-Sexual	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
Medical Examination	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Reassignment</b>													
Denied	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
Reasonable Accommodation	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
Retirement	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
Terms/Conditions of Employment	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
Training	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
<b>Findings Without Hearing</b>													
Appointment/Hire	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



Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2020 thru 09/30/2021		
	2016		2017		2018		2019		2020		#	%	
	#	%	#	%	#	%	#	%	#	%			
Awards	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
<b>Disciplinary Action</b>													
Reprimand	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
Removal	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
Duty Hours	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
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>													
Non-Sexual	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
Medical Examination	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Reassignment</b>													
Denied	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
Reasonable Accommodation	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
Retirement	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
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2020 thru 09/30/2021	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Time and Attendance	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
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					10/01/2020 thru 09/30/2021
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	21	34	39	43	48	37
Total Complainants	24	32	34	39	44	32
<b>Number complaints pending</b>						
Investigation	20	20	4	6	18	4
Hearing	10	24	21	20	11	25
Final Agency Action	5	10	3	7	7	8
Appeal with EEOC Office of Federal Operations	3	7	7	8	8	2

Complaint Investigations	Comparative Data Previous Fiscal Year Data					10/01/2020 thru 09/30/2021
	2016	2017	2018	2019	2020	
Pending Completion Where Investigation Exceeds Required Time Frames	8	17	14	16	24	3