

NARA - Equal Employment Opportunity Data
Posted Pursuant to the No FEAR Act:
For the 1st Quarter 2021
Ending on December 31, 2020

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	10	2
Number of Complainants	32	27	24	39	10	2
Repeat Filers	8	7	3	11	4	1

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	1
Color	7	7	6	16	2	0
Religion	2	0	1	0	1	0
Reprisal	13	11	12	22	7	2
Sex	15	13	13	18	5	1
National Origin	1	0	1	2	1	0
Equal Pay Act	0	0	1	0	0	0
Age	10	11	11	20	3	1
Disability	12	10	15	11	5	2
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
Disciplinary Action						
Demotion	0	0	1	1	0	0
Reprimand	7	6	3	2	1	0
Removal	1	3	0	6	3	0
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
Harassment						
Non-Sexual	15	19	16	16	4	0
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
Reassignment						
Denied	1	5	1	2	0	0
Directed	1	2	4	4	0	0
Reasonable Accommodation	4	4	4	4	4	1
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	0
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	0
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	
Complaints pending (for any length of time) during fiscal year	54	63	63	82	60	39
Average number of days in investigation stage	132	172.8	198.23	186	149.6	59.8
Average number of days in final agency action stage	135.4	135.4	164.25	165.49	71.84	45.16
Complaints pending (for any length of time) during fiscal year where hearing was requested	16	28	30	32	32	29
Average number of days in investigation stage	131	242.3	152.6	202	155.37	91
Average number of days in final action stage	21.5	140.4	263.8	150	75	54
Complaints pending (for any length of time) during fiscal year where hearing was not requested	7	7	13	25	8	10
Average number of days in investigation stage	145	300	172	206	119.5	74.3
Average number of days in final action stage	223.4	232.8	145.8	109	54.3	71.5

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
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	6	2	2	2	1	2

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

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			
	#	%	#	%	#	%	#	%	#	%	#	%
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
Findings After Hearing												
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
Findings Without Hearing												
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

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			
	#	%	#	%	#	%	#	%	#	%	#	%
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

Findings of Discrimination Rendered by Issue	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
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
Disciplinary Action												
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
Harassment												

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2020 thru 09/30/2021		
	2016		2017		2018		2019		2020		#	%	
	#	%	#	%	#	%	#	%	#	%			
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
Reassignment													
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
Findings After Hearing													
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
Disciplinary Action													
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

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2020 thru 09/30/2021		
	2016		2017		2018		2019		2020		#	%	
	#	%	#	%	#	%	#	%	#	%			
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
Harassment													
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
Reassignment													
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
Findings Without Hearing													
Appointment/Hire	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		#	%	
	#	%	#	%	#	%	#	%	#	%			
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
Disciplinary Action													
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
Harassment													
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
Reassignment													
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

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										10/01/2020 thru 09/30/2021	
	2016		2017		2018		2019		2020		#	%
	#	%	#	%	#	%	#	%	#	%		
Terms/Conditions of Employment	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
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
Number complaints pending						
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	2