

CDC 2017 No Fear Tables

Table 1 - 29 CFR §1614.704(a) - (c) / 29 CFR §1614.705 Comparative Data

| Complaint Activity | FY2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|--|----------------------|--------|--------|--------|--------|--------|
| Number of Complaints Filed 16.14.704(a) | 65 | 53 | 57 | 62 | 63 | 83 |
| Number of Complaints 1614.704(b) | 65 | 53 | 57 | 62 | 58 | 83 |
| Repeat Filers 1614.704(c) | 0 | 0 | 0 | 0 | 5 | 0 |

Table 1a - 29 CFR §1614.704(d) / 29 CFR §1614.705 Comparative Data

| Complaints by Basis | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|----------------------------|--------------------|--------|--------|--------|--------|--------|
| Race | 22 | 24 | 26 | 25 | 28 | 35 |
| Color | 3 | 6 | 8 | 3 | 10 | 10 |
| Religion | 2 | 6 | 5 | 3 | 5 | 7 |
| Reprisal | 35 | 31 | 29 | 41 | 42 | 44 |
| Sex | 25 | 12 | 21 | 24 | 18 | 26 |
| PDA | 1 | 0 | 0 | 1 | 0 | 0 |
| National Origin | 5 | 10 | 6 | 6 | 2 | 7 |
| Equal Pay Act | 1 | 0 | 0 | 0 | 3 | 1 |
| Age | 16 | 17 | 19 | 21 | 21 | 20 |
| Disability | 22 | 17 | 19 | 19 | 25 | 24 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 4 | 3 | 3 | 5 | 1 | 4 |

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints file.

Table 1b - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

| Complaint by Issue | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|--|--------------------|--------|--------|--------|--------|--------|
| Appointment/Hire | 1 | 4 | 3 | 1 | 5 | 4 |
| Assignment of Duties | 14 | 12 | 10 | 14 | 16 | 21 |
| Awards | 0 | 1 | 2 | 2 | 0 | 3 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |

Note: Complaints can be filed alleging multiple cases. The sum of the bases may not equal total complaints filed.

Table 1c - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

| Complaints by Disciplinary Action | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|--|--------------------|--------|--------|--------|--------|--------|
| Demotion | 0 | 0 | 1 | 0 | 0 | 0 |
| Reprimand | 2 | 9 | 9 | 8 | 5 | 13 |
| Suspension | 3 | 2 | 0 | 6 | 2 | 1 |
| Removal | 1 | 2 | 0 | 0 | 2 | 0 |
| Other | 4 | 0 | 0 | 0 | 3 | 5 |
| Duty Hours | 2 | 1 | 1 | 1 | 1 | 3 |
| Perf. Eval./Appraisal | 21 | 19 | 24 | 28 | 22 | 22 |
| Examination/Test | 0 | 0 | 0 | 0 | 1 | 0 |

Table 1d - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

| Complaints by Harassment | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|---------------------------------|--------------------|--------|--------|--------|--------|--------|
| Non-Sexual | 38 | 27 | 27 | 38 | 27 | 23 |
| Sexual | 3 | 2 | 1 | 4 | 3 | 3 |
| Medical Examination | 0 | 1 | 0 | 1 | 1 | 0 |

| Complaints by Harassment | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|---------------------------------|--------------------|--------|--------|--------|--------|--------|
| Pay Including Overtime | 2 | 3 | 2 | 1 | 5 | 3 |
| Promotion/Non-Selection | 14 | 16 | 11 | 15 | 11 | 18 |

Table 1d - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

| Complaint by Reassignment | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|--|--------------------|--------|--------|--------|--------|--------|
| Denied | 2 | 3 | 2 | 2 | 0 | 3 |
| Directed | 1 | 6 | 1 | 5 | 3 | 1 |
| Reasonable Accommodation Disability | 9 | 7 | 8 | 6 | 11 | 4 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 1 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 2 | 6 | 5 | 0 | 0 | 0 |
| Termination | 5 | 4 | 3 | 7 | 7 | 9 |
| Terms/Conditions of Employment | 6 | 11 | 11 | 16 | 8 | 10 |
| Time and Attendance | 9 | 2 | 6 | 9 | 7 | 9 |
| Training | 1 | 4 | 7 | 3 | 1 | 3 |

Table 1e- 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

| Complaint by Other | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|---------------------------|--------------------|--------|--------|--------|--------|--------|
| User Defined – Other 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| User Defined – Other 2 | 0 | 0 | 0 | 0 | 0 | 1 |

| Complaint by Other | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|---------------------------|--------------------|--------|--------|--------|--------|--------|
| User Defined – Other 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined – Other 4 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 2 - 29 CFR §1614.704(F)

| Processing Time (Complaints Pending During Fiscal Year) | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|--|--------------------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 199.06 | 248.81 | 258.32 | 252.97 | 173.98 | 160.63 |
| Average number of days in final action | 433.32 | 130.96 | 143.44 | 86.35 | 81.81 | 55.09 |

Table 2a - 29 CFR – §1614.704(F)

| Processing Time (Complaint pending during fiscal year where hearing was requested) | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|---|--------------------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 205.38 | 284.11 | 248.41 | 261.36 | 179.63 | 173.50 |
| Average number of days in final action | 73.22 | 38.17 | 93.70 | 69.00 | 21.67 | 19.85 |

Table 2b - 29 CFR – §1614.704(F)

| Processing Time (Complaint pending during fiscal year where hearing was not requested) | 2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|---|--------------------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 186.42 | 190.75 | 271.91 | 238.77 | 161.44 | 143.90 |
| Average number of days in final action | 748.33 | 155.31 | 223.71 | 203.50 | 117.90 | 100.90 |

Table 3 - 29 CFR §1614(g) / 29 CFR §1614.705 Comparative Data

| Complaints Dismissed by Agency pursuant to 1614.107(a) | FY2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|---|----------------------|--------|--------|--------|--------|--------|
| Total complaints dismissed by Agency | 3 | 6 | 6 | 3 | 8 | 20 |
| Average days pending prior to dismissal | 60 | 168 | 132 | 72 | 72 | 63 |

Table 3a - 29 CFR §1614(g) / 29 CFR §1614.705 Comparative Data

| Complaints Withdrawn by Complainants | FY2017 Thru 12-31 | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|---|----------------------|--------|--------|--------|--------|--------|
| Total Complaints Withdrawn by Complainants | 8 | 8 | 6 | 13 | 4 | 3 |

Table 4 - 29 CFR §1614.704(h) 29 CFR §1617.705

| Total Final Agency Actions Finding Discrimination | FY2017 Thru 12-31 # | FY2017 Thru 12-31 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % | FY 2013 # | FY 2013 % | FY 2012 # | FY 2012 % |
|--|------------------------------|------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Total Number of Findings | 1 | | 2 | | 2 | | 0 | | 1 | | 0 | |
| Without Hearing | 1 | 100 | 2 | 100 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 5 - 29 CFR §1617.704(i) / 29 CFR §1614.705 Comparative Data

| Findings of Discrimination Rendered by Basis | FY2017 Thru 12-31 # | FY2017 Thru 12-31 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % | FY 2013 # | FY 2013 % | FY 2012 # | FY 2012 % |
|---|------------------------------|------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Total Number of Findings | 1 | | 0 | | 2 | | 0 | | 1 | | 0 | |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |

| Findings of Discrimination Rendered by Basis | FY2017 Thru 12-31 # | FY2017 Thru 12-31 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % | FY 2013 # | FY 2013 % | FY 2012 # | FY 2012 % |
|---|---------------------|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Disability | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 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 |

Table 6 - 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| Findings of Discrimination Rendered by Issue | FY2017 Thru 12-31 # | FY2017 Thru 12-31 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % | FY 2013 # | FY 2013 % | FY 2012 # | FY 2012 % |
|---|---------------------|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total Number Findings | 1 | | 0 | | 2 | | 0 | | 1 | | 0 | |
| Appointment / Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 6a – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| Findings of Discrimination Rendered by Disciplinary Action | FY2017 Thru 12-31 # | FY2017 Thru 12-31 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % | FY 2013 # | FY 2013 % | FY 2012 # | FY 2012 % |
|---|---------------------|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 6k – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| Findings of Discrimination Rendered by Reassignment | FY2017 Thru 12-31 # | FY2017 Thru 12-31 % | FY 2016 # | FY 2016 % | FY 2015 # | FY 2015 % | FY 2014 # | FY 2014 % | FY 2013 # | FY 2013 % | FY 2012 # | FY 2013 % |
|--|----------------------------|----------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Denied | 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 |
| Reasonable Accommodation Disability | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 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 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| 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 – User Defined | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 7 – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| Pending Complaints Filed in previous Fiscal Years by Status | 2017 Thru 12-31 | 2016 | 2015 | 2014 | 2013 | 2012 |
|--|------------------------|-------------|-------------|-------------|-------------|-------------|
| Total complaints from previous Fiscal Years | 55 | 60 | 61 | 43 | 38 | 17 |

| Pending Complaints Filed in previous Fiscal Years by Status | 2017 Thru 12-31 | 2016 | 2015 | 2014 | 2013 | 2012 |
|--|-----------------|------|------|------|------|------|
| Total Complaints | 54 | 59 | 59 | 40 | 38 | 17 |

Table 7a – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| Number of Complaints Pending | 2017 Thru 12-31 | 2016 | 2015 | 2014 | 2013 | 2012 |
|---|-----------------|------|------|------|------|------|
| Investigation | 1 | 1 | 4 | 2 | 1 | 1 |
| ROI Issued, Pending Complainant's Action | 0 | 0 | 2 | 1 | 0 | 0 |
| Haring | 48 | 49 | 40 | 29 | 30 | 13 |
| Final Agency Action | 6 | 11 | 6 | 8 | 4 | 1 |
| Appeal with EEOC Office of Federal Operations | 27 | 25 | 16 | 7 | 11 | 9 |

Table 7b – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

| Complaint Investigations | 2017 Thru 12-31 | 2016 | 2015 | 2014 | 2013 | 2012 |
|---|-----------------|------|------|------|------|------|
| Pending Complaints Where Investigations Exceed Required Time Frames | 5 | 2 | 6 | 4 | 0 | 1 |