

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## USSS (and below)

For 1st Quarter 2021 for period ending December 31, 2020

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2021Thru12-31 |
|  | 2016                      | 2017 | 2018 | 2019 | 2020 |               |
| Number of Complaints Filed   | 32                        | 23   | 45   | 38   | 28   | 9             |
| Number of Complainants   | 29                        | 22   | 41   | 38   | 22   | 8             |
| Repeat Filers  | 2                         | 1    | 4    | 0    | 3    | 1             |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2021Thru12-31 |
|  | 2016                      | 2017 | 2018 | 2019 | 2020 |               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |               |
| Race   | 17                        | 10   | 22   | 14   | 16   | 4             |
| Color  | 1                         | 3    | 5    | 5    | 4    | 0             |
| Religion   | 1                         | 1    | 0    | 2    | 0    | 0             |
| Reprisal   | 15                        | 14   | 26   | 17   | 16   | 5             |
| Sex  | 9                         | 8    | 13   | 9    | 7    | 3             |
| PDA  | 0                         | 0    | 0    | 0    | 0    | 0             |

|  |                                  |             |             |             |             |                        |
|--|----------------------------------|-------------|-------------|-------------|-------------|------------------------|
| National Origin  | 5                                | 3           | 1           | 2           | 2           | 1                      |
| Equal Pay Act  | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Age  | 5                                | 4           | 8           | 6           | 5           | 2                      |
| Disability   | 9                                | 8           | 6           | 9           | 4           | 1                      |
| Genetics   | 0                                | 1           | 0           | 0           | 1           | 0                      |
| Non-EEO  | 1                                | 3           | 1           | 2           | 3           | 1                      |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                        |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021 Thru 12-31</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                        |
| Appointment/Hire   | 8                                | 4           | 4           | 0           | 1           | 0                      |
| Assignment of Duties   | 1                                | 0           | 1           | 3           | 1           | 0                      |
| Awards   | 0                                | 2           | 0           | 1           | 0           | 0                      |
| Conversion to Full Time/Perm Status  | 0                                | 0           | 0           | 0           | 0           | 0                      |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                        |
| Demotion   | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Reprimand  | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Suspension   | 2                                | 3           | 3           | 4           | 0           | 0                      |
| Removal  | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Duty Hours   | 1                                | 0           | 2           | 1           | 1           | 0                      |
| Perf. Eval./ Appraisal   | 3                                | 3           | 8           | 5           | 4           | 3                      |
| Examination/Test   | 0                                | 1           | 2           | 0           | 0           | 0                      |
| <b>Harassment</b>  |                                  |             |             |             |             |                        |
| Non-Sexual   | 9                                | 5           | 13          | 12          | 18          | 5                      |
| Sexual   | 0                                | 1           | 3           | 1           | 2           | 0                      |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Medical Examination  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Pay including overtime   | 0                                | 0           | 1           | 1           | 0           | 0                    |
| Promotion/Non-Selection  | 7                                | 8           | 10          | 11          | 4           | 1                    |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 1                                | 0           | 1           | 1           | 0           | 0                    |
| Directed   | 1                                | 0           | 5           | 1           | 0           | 0                    |
| Reasonable Accommodation Disability                              | 0                                | 1           | 1           | 0           | 0           | 1                    |
| Reinstatement  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Religious Accommodation  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Retirement   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Sex-Stereotyping   | 0                                | 0           | 1           | 0           | 0           | 0                    |
| Telework   | 2                                | 0           | 1           | 0           | 0           | 0                    |
| Termination  | 1                                | 0           | 3           | 1           | 2           | 0                    |
| Terms/Conditions of Employment                                   | 2                                | 3           | 6           | 1           | 0           | 0                    |
| Time and Attendance  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Training   | 0                                | 1           | 1           | 3           | 0           | 1                    |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021Thru12-31</b> |
|  | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                      |
| Complaints pending during fiscal year                            |                                  |             |             |             |             |                      |
| Average number of days in investigation                          | 214.43                           | 217.22      | 147.58      | 190.44      | 213.96      | 164.25               |
| Average number of days in final action                           | 105.00                           | 213.31      | 45.75       | 112.36      | 149.65      | 267.40               |
| Complaint pending during fiscal year where hearing was requested |                                  |             |             |             |             |                      |















|                                     |   |   |   |   |   |   |   |   |   |     |   |   |
|-------------------------------------|---|---|---|---|---|---|---|---|---|-----|---|---|
| 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 |
| Duty Hours                          | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Perf. Eval./ 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                          |   |   |   |   |   |   |   |   |   |     |   |   |
| Non-Sexual                          | 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 |
| Medical Examination                 | 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 |
| Promotion/Non-Selection             | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Reassignment                        |   |   |   |   |   |   |   |   |   |     |   |   |
| 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 | 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 |
| 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 | 0 | 0   | 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 Define                 |   |   |   |   |   |   |   |   |   |     |   |   |

| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b>  | <b>Comparative Data</b>          |             |             |             |             |                      |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021Thru12-31</b> |
|   | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                      |
| Total complaints from previous Fiscal Years                         | 29                               | 36          | 46          | 43          | 41          | 59                   |
| Total Complainants  | 26                               | 35          | 44          | 39          | 38          | 51                   |
| <b>Number complaints pending</b>                                    |                                  |             |             |             |             |                      |
| Investigation   | 0                                | 0           | 0           | 0           | 0           | 11                   |
| ROI issued, pending Complainant's action                            | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Hearing   | 22                               | 35          | 40          | 30          | 30          | 30                   |
| Final Agency Action   | 4                                | 1           | 6           | 13          | 11          | 16                   |
| Appeal with EEOC Office of Federal Operations                       | 7                                | 8           | 2           | 8           | 12          | 16                   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |                      |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021Thru12-31</b> |
|   | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                      |
| Pending Complaints Where Investigations Exceed Required Time Frames | 5                                | 0           | 0           | 0           | 0           | 2                    |