

**ODNI's Equal Employment Opportunity Data Posted Pursuant to Title III of the  
Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR)  
Pub. L. 107-174**

	<b>Fiscal Year</b>
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Number of Complaints, See 29 C.F.R. § 1614.704(a)-(c)	2015	2016	2017	2018	2019	FY 2020 1 <sup>st</sup> Quarter	FY 2020 2 <sup>nd</sup> Quarter	FY 2020 3 <sup>rd</sup> Quarter	FY 2020 4 <sup>th</sup> Quarter
<b>Number of Complaints</b>									
Filed during the FY	3	6	8	5	4	1	2		
<b>Number of Complainants</b>									
Who filed a complaint during the FY	3	6	8	5	4	1	2		
Who filed two or more complaints during the FY	0	0	0	0	0	0	0		

Number of Complaints by Basis, See 29 C.F.R. § 1614.704(d)	2015	2016	2017	2018	2019	FY 2020 1 <sup>st</sup> Quarter	FY 2020 2 <sup>nd</sup> Quarter	FY 2020 3 <sup>rd</sup> Quarter	FY 2020 4 <sup>th</sup> Quarter
Race	2	0	4	4	1	1	0		
Color	0	0	0	2	0	0	0		
Religion	1	1	0	0	0	0	0		
Retaliation	1	3	6	4	1	1	0		
Sex	1	1	4	3	1	1	1		
Pregnancy	0	0	0	0	0	0	0		
National Origin	1	1	0	0	0	0	0		
Equal Pay	0	0	2	0	0	0	1		
Age	1	3	2	2	0	1	0		
Disability	1	3	2	1	1	0	1		

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Genetic Information Non-Disclosure	0	1	0	0		0	0		
Non-EEO	0	1	0	0		0	1		

Number of Complaints by Issue, See 29 C.F.R. § 1614.704(e)	2015	2016	2017	2018	2019	FY 2020 1st Quarter	FY 2020 2nd Quarter	FY 2020 3rd Quarter	FY 2020 4th Quarter
Appointment/Hire	1	1	0	0	0	0	0		
Assignment of Duties	0	0	3	3	0	1	0		
Awards	0	0	1	0	0	0	0		
Conversion to Full-Time	0	0	0	0	0	0	0		
Disciplinary Action									
1. Demotion	0	0	0	0	0	0	0		
2. Reprimand	1	0	0	1	0	0	1		
3. Suspension	0	0	0	0	0	0	0		
4. Removal	0	0	0	0	0	0	0		
5. Other	0	0	1	0	0	0	0		
Duty Hours	0	0	0	0	0	0	0		
Evaluation/Appraisal	0	1	3	3	0	1	1		
Examination/Test	0	0	0	0	0	0	0		
Harassment									
1. Non-Sexual	1	2	8	2	0	0	1		
2. Sexual	0	0	0	0	0	0	0		
Medical Examination	0	1	0	0	0	0	0		
Pay/Overtime	0	0	1	1	0	0	0		
Promotion/Non-Selection	1	2	1	1	0	1	0		
Reassignment									
1. Denied	0	0	0	0	0	0	0		
2. Directed	1	1	1	0	0	0	0		
Reasonable Accommodation	0	0	0	0	0	0	1		
Reinstatement	0	0	0	0	0	0	0		
Religious Accommodation	0	0	0	0	0	0	0		

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Retirement	0	1	0	0	0	0	0		
Sex-Stereotyping	0	0	0	0	0	0	0		
Termination	0	1	1	4	1	0	0		
Terms/Conditions of Employment	0	2	3	2	0	0	1		
Time and Attendance	0	1	1	0	0	0	1		
Training	0	0	1	1	0	0	0		
Other	0	1	1	0	1	0	0		

Average Processing Time, See 29 C.F.R. § 1614.704(f)	2015	2016	2017	2018	2019	FY 2020 1st Quarter	FY 2020 2nd Quarter	FY 2020 3rd Quarter	FY 2020 4th Quarter
1614.704(f)(1) All Pending	345	307	389	786	577	225	220		
1614.704(f)(2) – No Hearing Requested	220	92	159	270	163	165	169		
1614.704(f)(3) – Hearing Requested	1101	356	1076	1475	1241	587	338		

Number of Complaints Dismissed Pursuant to 29 C.F.R. § 1614.107(a) and Average Length of Time Pending Prior to Dismissal, See 29 C.F.R. §1614.704(g)	2015	2016	2017	2018	2019	FY 2020 1st Quarter	FY 2020 2nd Quarter	FY 2020 3rd Quarter	FY 2020 4th Quarter
Number of Complaints Dismissed	0	1	3	4	0	0	0		
Average Number of Days Pending Prior to Dismissal	0	150	73	44	0	0	0		

Number of Complaints Withdrawn, See 29 C.F.R. § 1614.704(h)	2015	2016	2017	2018	2019	FY 2020 1st Quarter	FY 2020 2nd Quarter	FY 2020 3rd Quarter	FY 2020 4th Quarter
Number of Complaints Withdrawn	0	2	0	2	0	0	1		

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<b>Number of Final Agency Actions, See 29 C.F.R. § 1614.704(i)</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>FY 2020 1st Quarter</b>	<b>FY 2020 2nd Quarter</b>	<b>FY 2020 3rd Quarter</b>	<b>FY 2020 4th Quarter</b>
	# %	# %	# %	# %	# %	# %	# %	# %	# %
1614.704(i)(1): Total Number of Findings of Discrimination	0	0	0	1	0	0	0		
1614.704(i)(2): – Without a Hearing	0	0	0	0 0	0	0	0		
1614.704(i)(2) – After a Hearing	0	0	0	1 100	0	0	0		

<b>Number of Final Actions Involving a Finding of Discrimination by Basis, Reported Pursuant to 29 C.F.R. § 1614.704(j)</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>FY 2020 1st Quarter</b>	<b>FY 2020 2nd Quarter</b>	<b>FY 2020 3rd Quarter</b>	<b>FY 2020 4th Quarter</b>
* Rendered without a hearing ** Rendered after a hearing	# %	# %	# %	# %	# %	# %	# %	# %	# %
Total Number of Findings of Discrimination	0	0	0	1**	0	0	0		
Race	0	0	0	1 100	0	0	0		
1. American Indian/Alaskan Native	0	0	0	0 0	0	0	0		
2. Asian/Pacific Islander	0	0	0	1 100	0	0	0		
3. Black	0	0	0	0 0	0	0	0		
4. White	0	0	0	0 0	0	0	0		

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5. Two or More Races	0	0	0	0 / 0	0	0	0		
Color	0	0	0	0 / 0	0	0	0		
Religion	0	0	0	0 / 0	0	0	0		
Retaliation	0	0	0	1 / 100	0	0	0		
Sex	0	0	0	0 / 0	0	0	0		
1. Female	0	0	0	0 / 0	0	0	0		
2. Male	0	0	0	0 / 0	0	0	0		
National Origin	0	0	0	0 / 0	0	0	0		
1. Hispanic	0	0	0	0 / 0	0	0	0		
2. Other	0	0	0	0 / 0	0	0	0		
Equal Pay Act	0	0	0	0 / 0	0	0	0		
Age	0	0	0	0 / 0	0	0	0		
Disability	0	0	0	0 / 0	0	0	0		
1. Physical	0	0	0	0 / 0	0	0	0		
2. Mental	0	0	0	0 / 0	0	0	0		
Non-EEO	0	0	0	0 / 0	0	0	0		

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<b>Number of Final Agency Actions Involving a Finding of Discrimination by Issue, Reported Pursuant to 29 C.F.R. § 1614.704(k)</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>FY 2020 1st Quarter</b>	<b>FY 2020 2nd Quarter</b>	<b>FY 2020 3rd Quarter</b>	<b>FY 2020 4th Quarter</b>
Total Number of Findings of Discrimination	0	0	0	1	0	0	0		
Appointment/Hire	0	0	0	0	0	0	0		
Assignment of Duties	0	0	0	1	0	0	0		
Awards	0	0	0	0	0	0	0		
Conversion to Full-Time	0	0	0	0	0	0	0		
Disciplinary Action	0	0	0	0	0	0	0		
1. Demotion	0	0	0	0	0	0	0		
2. Reprimand	0	0	0	0	0	0	0		
3. Suspension	0	0	0	0	0	0	0		
4. Removal	0	0	0	0	0	0	0		
5. Other	0	0	0	0	0	0	0		
Duty Hours	0	0	0	0	0	0	0		
Evaluation/Appraisal	0	0	0	0	0	0	0		
Examination/Test	0	0	0	0	0	0	0		
Harassment	0	0	0	0	0	0	0		
1. Non-Sexual	0	0	0	0	0	0	0		
2. Sexual	0	0	0	0	0	0	0		
Medical Examination	0	0	0	0	0	0	0		
Pay/Overtime	0	0	0	0	0	0	0		
Promotion/Non-Selection	0	0	0	0	0	0	0		
Reassignment	0	0	0	0	0	0	0		
1. Denied	0	0	0	0	0	0	0		
2. Directed	0	0	0	0	0	0	0		
Reasonable Accommodation	0	0	0	0	0	0	0		
Reinstatement	0	0	0	0	0	0	0		
Retirement	0	0	0	0	0	0	0		

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Termination	0	0	0	0	0	0	0		
Terms/Conditions of Employment	0	0	0	1	0	0	0		
Time and Attendance	0	0	0	0	0	0	0		
Training	0	0	0	1	0	0	0		
Other	0	0	0	0	0	0	0		

<b>Number of Complaints Pending at Any Time During the Fiscal Year, Reported Pursuant to 29 C.F.R. § 1614.704(l)</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>FY 2020 1st Quarter</b>	<b>FY 2020 2nd Quarter</b>	<b>FY 2019 3rd Quarter</b>	<b>FY 2019 4th Quarter</b>
Total Number of Complaints Pending for any length of time during the FY	7	14	16	15	11	7	9		
29 C.F.R. § 1614.704(l)(1) – Number Filed before 10/1	4	8	16	12	7	6	6		
29 C.F.R. § 1614.704(l)(2)(i) – Number of Complainants	4	12	13	12	5	7	9		
29 C.F.R. § 1614.704(l)(2)(ii) – Number Pending Investigation	3	10	10	4	0	6	8		
– Number Pending Hearing	1	6	6	6	2	1	3		
– Number Pending Final Agency Action	0	0	1	0	0	0	0		
– Number Pending Appeal	2	0	3	2	0	0	0		

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<b>Number of Complaints Pending at Any Time During the Fiscal Year that Exceeded the Authorized Investigation Timeframe, Reported Pursuant to 29 C.F.R. § 1614.704(m)</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>FY 2020 1st Quarter</b>	<b>FY 2020 2nd Quarter</b>	<b>FY 2020 3rd Quarter</b>	<b>FY 2020 4th Quarter</b>
Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.106(e)(2) including extensions	0	0	0	0	0	0	0		
Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.108(e)	0	0	0	0	0	0	0		