

**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)	2014	2015	2016	2017	2018	FY 2019 1 <sup>st</sup> Quarter	FY 2019 2 <sup>nd</sup> Quarter	FY 2019 3 <sup>rd</sup> Quarter	FY 2019 4 <sup>th</sup> Quarter
<b>Number of Complaints</b>									
Filed during the FY	5	3	6	8	5	0	0	2	
<b>Number of Complainants</b>									
Who filed a complaint during the FY	5	3	6	8	5	0	0	2	
Who filed two or more complaints during the FY	0	0	0	0	0	0	0	0	

Number of Complaints by Basis, See 29 C.F.R. § 1614.704(d)	2014	2015	2016	2017	2018	FY 2019 1 <sup>st</sup> Quarter	FY 2019 2 <sup>nd</sup> Quarter	FY 2019 3 <sup>rd</sup> Quarter	FY 2019 4 <sup>th</sup> Quarter
Race	4	2	0	4	4	0	0	0	
Color	0	0	0	0	2	0	0	0	
Religion	0	1	1	0	0	0	0	0	
Retaliation	1	1	3	6	4	0	0	2	
Sex	5	1	1	4	3	0	0	0	
Pregnancy	1	0	0	0	0	0	0	0	
National Origin	0	1	1	0	0	0	0	0	
Equal Pay	0	0	0	2	0	0	0	0	
Age	2	1	3	2	2	0	0	0	
Disability	2	1	3	2	1	0	0	0	

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 Act) for 3<sup>rd</sup> Quarter FY 2019

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

<b>Number of Complaints by Issue, See 29 C.F.R. § 1614.704(e)</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019 1st Quarter</b>	<b>FY 2019 2nd Quarter</b>	<b>FY 2019 3rd Quarter</b>	<b>FY 2019 4th Quarter</b>
Appointment/Hire	0	1	1	0	0	0	0	1	
Assignment of Duties	1	0	0	3	3	0	0	1	
Awards	0	0	0	1	0	0	0	0	
Conversion to Full-Time	0	0	0	0	0	0	0	0	
Disciplinary Action									
1. Demotion	0	0	0	0	0	0	0	0	
2. Reprimand	1	1	0	0	1	0	0	0	
3. Suspension	1	0	0	0	0	0	0	0	
4. Removal	0	0	0	0	0	0	0	0	
5. Other	0	0	0	1	0	0	0	0	
Duty Hours	0	0	0	0	0	0	0	0	
Evaluation/Appraisal	1	0	1	3	3	0	0	1	
Examination/Test	0	0	0	0	0	0	0	0	
Harassment									
1. Non-Sexual	2	1	2	8	2	0	0	0	
2. Sexual	0	0	0	0	0	0	0	0	
Medical Examination	0	0	1	0	0	0	0	0	
Pay/Overtime	0	0	0	1	1	0	0	0	
Promotion/Non-Selection	0	1	2	1	1	0	0	0	
Reassignment								0	
1. Denied	0	0	0	0	0	0	0	0	
2. Directed	0	1	1	1	0	0	0	0	
Reasonable Accommodation	0	0	0	0	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	
Religious Accommodation	0	0	0	0	0	0	0	0	

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

<b>Average Processing Time, See 29 C.F.R. § 1614.704(f)</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019 1st Quarter</b>	<b>FY 2019 2nd Quarter</b>	<b>FY 2019 3rd Quarter</b>	<b>FY 2019 4th Quarter</b>
1614.704(f)(1) All Pending	203	345	307	389	786	1161	1251	843	
1614.704(f)(2) – No Hearing Requested	127	220	92	159	270	265	355	149	
1614.704(f)(3) – Hearing Requested	735	1101	356	1076	1475	1310	1400	1399	

<b>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)</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019 1st Quarter</b>	<b>FY 2019 2nd Quarter</b>	<b>FY 2019 3rd Quarter</b>	<b>FY 2019 4th Quarter</b>
Number of Complaints Dismissed	3	0	1	3	4	0	0	0	
Average Number of Days Pending Prior to Dismissal	109	0	150	73	44	0	0	0	

<b>Number of Complaints Withdrawn, See 29 C.F.R. § 1614.704(h)</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019 1st Quarter</b>	<b>FY 2019 2nd Quarter</b>	<b>FY 2019 3rd Quarter</b>	<b>FY 2019 4th Quarter</b>
Number of Complaints Withdrawn	0	0	2	0	2	0	0	0	

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 Act) for 3<sup>rd</sup> Quarter FY 2019

<b>Number of Final Agency Actions, See 29 C.F.R. § 1614.704(i)</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019 1st Quarter</b>	<b>FY 2019 2nd Quarter</b>	<b>FY 2019 3rd Quarter</b>	<b>FY 2019 4th Quarter</b>
	# %	# %	# %	# %	# %	# %	# %	# %	# %
1614.704(i)(1): Total Number of Findings of Discrimination	0	0	0	0	1	0	0	0	
1614.704(i)(2): – Without a Hearing	0	0	0	0	0 0	0	0	0	
1614.704(i)(2) – After a Hearing	0	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>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019 1st Quarter</b>	<b>FY 2019 2nd Quarter</b>	<b>FY 2019 3rd Quarter</b>	<b>FY 2019 4th Quarter</b>
* Rendered without a hearing ** Rendered after a hearing	# %	# %	# %	# %	# %	# %	# %	# %	# %
Total Number of Findings of Discrimination	0	0	0	0	1**	0	0	0	
Race	0	0	0	0	1 100	0	0	0	
1. American Indian/Alaskan Native	0	0	0	0	0 0	0	0	0	
2. Asian/Pacific Islander	0	0	0	0	1 100	0	0	0	
3. Black	0	0	0	0	0 0	0	0	0	
4. White	0	0	0	0	0 0	0	0	0	

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					0				
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	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	

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 Act) for 3<sup>rd</sup> Quarter FY 2019

<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>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019 1st Quarter</b>	<b>FY 2019 2nd Quarter</b>	<b>FY 2019 3rd Quarter</b>	<b>FY 2019 4th Quarter</b>
Total Number of Findings of Discrimination	0	0	0	0	1	0	0	0	
Appointment/Hire	0	0	0	0	0	0	0	0	
Assignment of Duties	0	0	0	0	1	0	0	0	
Awards	0	0	0	0	0	0	0	0	
Conversion to Full-Time	0	0	0	0	0	0	0	0	
Disciplinary Action	0	0	0	0	0	0	0	0	
1. Demotion	0	0	0	0	0	0	0	0	
2. Reprimand	0	0	0	0	0	0	0	0	
3. Suspension	0	0	0	0	0	0	0	0	
4. Removal	0	0	0	0	0	0	0	0	
5. Other	0	0	0	0	0	0	0	0	
Duty Hours	0	0	0	0	0	0	0	0	
Evaluation/Appraisal	0	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	
Harassment	0	0	0	0	0	0	0	0	
1. Non-Sexual	0	0	0	0	0	0	0	0	
2. Sexual	0	0	0	0	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	
Pay/Overtime	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	
Reassignment	0	0	0	0	0	0	0	0	
1. Denied	0	0	0	0	0	0	0	0	
2. Directed	0	0	0	0	0	0	0	0	
Reasonable Accommodation	0	0	0	0	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	

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 Act) for 3<sup>rd</sup> Quarter FY 2019

Termination	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	0	0	0	
Time and Attendance	0	0	0	0	0	0	0	0	
Training	0	0	0	0	1	0	0	0	
Other	0	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>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019 1st Quarter</b>	<b>FY 2019 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	8	7	14	16	15	9	9	11	
29 C.F.R. § 1614.704(l)(1) – Number Filed before 10/1	3	4	8	16	12	9	9	9	
29 C.F.R. § 1614.704(l)(2)(i) – Number of Complainants	3	4	12	13	12	7	7	7	
29 C.F.R. § 1614.704(l)(2)(ii) – Number Pending Investigation	2	3	10	10	4	2	1	0	
– Number Pending Hearing	1	1	6	6	6	6	6	5	
– Number Pending Final Agency Action	1	0	0	1	0	0	0	1	
– Number Pending Appeal	2	2	0	3	2	2	2	1	

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 Act) for 3<sup>rd</sup> Quarter FY 2019

<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>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019 1st Quarter</b>	<b>FY 2019 2nd Quarter</b>	<b>FY 2019 3rd Quarter</b>	<b>FY 2019 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	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	0	