

**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**

	Fiscal Year
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Number of Complaints, See 29 C.F.R. § 1614.704(a)-(c)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
Number of Complaints						
Filed during the FY	6	8	5	4	7	0
Number of Complainants						
Who filed a complaint during the FY	6	8	5	4	7	0
Who filed two or more complaints during the FY	0	0	0	0	0	0

Number of Complaints by Basis, See 29 C.F.R. § 1614.704(d)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
Race	0	4	4	1	2	0
Color	0	0	2	0	0	0
Religion	1	0	0	0	0	0
Retaliation	3	6	4	1	2	0
Sex	1	4	3	1	4	0
Pregnancy	0	0	0	0	0	0
National Origin	1	0	0	0	0	0
Equal Pay	0	2	0	0	1	0
Age	3	2	2	0	2	0
Disability	3	2	1	1	3	0

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Genetic Information Non-Disclosure	1	0	0	0	0	0
Non-EEO	1	0	0	0	2	0

Number of Complaints by Issue, See 29 C.F.R. § 1614.704(e)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
Appointment/Hire	1	0	0	0	1	0
Assignment of Duties	0	3	3	0	2	0
Awards	0	1	0	0	0	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
1. Demotion	0	0	0	0	0	0
2. Reprimand	0	0	1	0	1	0
3. Suspension	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0
5. Other	0	1	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	1	3	3	0	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
1. Non-Sexual	2	8	2	0	2	0
2. Sexual	0	0	0	0	0	0
Medical Examination	1	0	0	0	0	0
Pay/Overtime	0	1	1	0	1	0
Promotion/Non-Selection	2	1	1	0	2	0
Reassignment						
1. Denied	0	0	0	0	0	0
2. Directed	1	1	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0

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

Average Processing Time, See 29 C.F.R. § 1614.704(f)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
1614.704(f)(1) All Pending	307	389	786	577	293	413
1614.704(f)(2) – No Hearing Requested	92	159	270	163	142	220
1614.704(f)(3) – Hearing Requested	356	1076	1475	1241	444	654

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)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
Number of Complaints Dismissed	1	3	4	0	1	1
Average Number of Days Pending Prior to Dismissal	150	73	44	0	59	77

Number of Complaints Withdrawn, See 29 C.F.R. § 1614.704(h)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
Number of Complaints Withdrawn	2	0	2	0	1	0

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Number of Final Agency Actions, See 29 C.F.R. § 1614.704(i)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
	# %	# %	# %	# %	# %	# %
1614.704(i)(1): Total Number of Findings of Discrimination	0	0	1	0	0	0
1614.704(i)(2): – Without a Hearing	0	0	0 0	0	0	0
1614.704(i)(2) – After a Hearing	0	0	1 100	0	0	0

Number of Final Actions Involving a Finding of Discrimination by Basis, Reported Pursuant to 29 C.F.R. § 1614.704(j)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
* Rendered without a hearing ** Rendered after a hearing	# %	# %	# %	# %	# %	# %
Total Number of Findings of Discrimination	0	0	1**	0	0	0
Race	0	0	1 100	0	0	0
1. American Indian/Alaskan Native	0	0	0 0	0	0	0
2. Asian/Pacific Islander	0	0	1 100	0	0	0
3. Black	0	0	0 0	0	0	0
4. White	0	0	0 0	0	0	0

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

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Number of Final Agency Actions Involving a Finding of Discrimination by Issue, Reported Pursuant to 29 C.F.R. § 1614.704(k)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
Total Number of Findings of Discrimination	0	0	1	0	0	0
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	1	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0
5. Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment	0	0	0	0	0	0
1. Non-Sexual	0	0	0	0	0	0
2. Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay/Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0

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

Number of Complaints Pending at Any Time During the Fiscal Year, Reported Pursuant to 29 C.F.R. § 1614.704(l)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
Total Number of Complaints Pending for any length of time during the FY	14	16	15	11	9	9
29 C.F.R. § 1614.704(l)(1) – Number Filed before 10/1	8	16	12	7	4	8
29 C.F.R. § 1614.704(l)(2)(i) – Number of Complainants	12	13	12	5	4	8
29 C.F.R. § 1614.704(l)(2)(ii) – Number Pending Investigation	10	10	4	0	0	3
– Number Pending Hearing	6	6	6	2	4	4
– Number Pending Final Agency Action	0	1	0	0	0	1
– Number Pending Appeal	0	3	2	0	0	0

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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)	2016	2017	2018	2019	2020	FY 2021 1st Quarter
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
Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.108(e)	0	0	0	0	0	0