

## SBA No Fear Act Data As Of September30, 2019

<b>Complaint Activity</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Number of Complaints Filed	38	31	33	37	16
Number of Complaints	38	31	31	37	16
Repeat Filers	0	0	1	0	0

### Complaints by Basis

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

<b>Bases</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Race	19	12	13	19	8
Color	3	5	8	6	2
Religion	1	1	3	1	1
Reprisal	19	19	25	18	5
Sex	23	8	14	5	8
PDA	1	0	0	0	1
National Origin	7	5	9	9	4
Equal Pay Act	0	0	0	0	0
Age	20	11	18	12	4
Disability	16	15	8	10	7
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0

### Complaints by Issue

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

<b>Issue</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Appointment/Hire	7	5	3	7	3
Assignment of Duties	7	10	13	9	0
Awards	4	0	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	0	0	1	0	1
Disciplinary Action-Reprimand	3	3	5	7	2
Disciplinary Action-Suspension	4	3	2	2	1
Disciplinary Action-Removal	0	2	1	1	1
Disciplinary Action-Other	1	1	0	2	0
Duty Hours	0	0	1	0	0
Perf. Eval./Appraisal	9	9	14	8	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	16	17	19	17	6
Harassment-Sexual	2	0	2	1	1
Medical Examination	0	0	0	0	0
Pay Including Overtime	1	3	0	2	0
Promotion/non-Selection	9	9	8	2	0
Reassignment					
Reassignment-Denied	2	1	0	0	0
Reassignment-Directed	1	2	3	3	1
Reasonable Accommodation	2	1	1	2	0
Reinstatement	0	0	0	0	0
Religious Accommodation	0	0	0	0	0
Retirement	0	1	1	0	0

<b>Issue</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Sex-Stereotyping	0	0	0	0	0
Telework	0	2	0	0	0
Termination	1	2	7	8	2
Terms/Conditions of Employment	4	12	11	10	3
Time and Attendance	2	4	6	3	0
Training	0	1	4	6	0
Other	1	0	0	0	0

### *Processing Time*

<b>Complaint pending during fiscal year</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Average number of days in investigation	267.88	260.92	278.24	273.52	346.33
Average number of days in final action	31.57	22	19.5	48.41	63.39
<b>Complaint pending during fiscal year where hearing was requested</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Average number of days in investigation	310.92	263.81	272.1	281	324.5
Average number of days in final action	18.33	24.6	16	13.44	63.39
<b>Complaint pending during fiscal year where hearing was not requested</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Average number of days in investigation	224.83	255.78	288.15	257.67	389.50
Average number of days in final action	26.5	30	67.75	46.14	0
<b>Complaint Dismissed by Agency</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Total Complaints Dismissed by Agency	0	0	0	6	0
Average days pending prior to dismissal	0	0	0	121	0
<b>Complaint Withdrawn by Complainants</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Total Complaints withdrawn by complainants	0	1	0	2	2
<b>Total Final Agency Actions Finding Discrimination</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Total Number Findings	0	0	0	0	0
Without Hearing	0	0	0	0	0
With Hearing	0	0	0	0	0

## Findings of Discrimination Rendered by Basis

Note: Complaints can be filed alleging multiple bases

<b>The sum of the bases may not equal total complaints and findings</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Total Number Findings	0	0	0	0	0
Race	0	0	0	0	0
Color	0	0	0	0	0
Religion	0	0	0	0	0
Reprisal	0	0	0	0	0
Sex	0	0	0	0	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	0
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0
Findings After Hearing	0	0	0	0	0
Race	0	0	0	0	0
Color	0	0	0	0	0
Religion	0	0	0	0	0
Reprisal	0	0	0	0	0
Sex	0	0	0	0	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	0
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0
Race	0	0	0	0	0
Color	0	0	0	0	0
Religion	0	0	0	0	0
Reprisal	0	0	0	0	0
Sex	0	0	0	0	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	0
Genetics	0	0	0	0	0
Non-EEO	0	0	0	0	0

## Findings of Discrimination Rendered by Issue

Findings of Discrimination Rendered by Issue	2015	2016	2017	2018	2019
Total Number of Findings	0	0	0	0	0
Appointment/Hire	0	0	0	0	0
Assignment of Duties	0	0	0	0	0
Awards	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	0	0	0	0	0
Disciplinary Action-Reprimand	0	0	0	0	0
Disciplinary Action-Suspension	0	0	0	0	0
Disciplinary Action-Removal	0	0	0	0	0
Disciplinary Action-Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0
Reassignment					
Reassignment-Denied	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	0	0	0
Other	0	0	0	0	0
Findings without hearing-Appointment/Hire	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2015	2016	2017	2018	2019
Finding without hearing- Assignment of Duties	0	0	0	0	0
Awards	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary Action-Demotion	0	0	0	0	0
Disciplinary Action-Reprimand	0	0	0	0	0
Disciplinary Action-Suspension	0	0	0	0	0
Disciplinary Action-Removal	0	0	0	0	0
Disciplinary Action-Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0
Reassignment-Denied	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	0	0	0
Other	0	0	0	0	0
Findings after hearing- Appointment/Hire	0	0	0	0	0
Findings after hearing-Assignment of Duties	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2015	2016	2017	2018	2019
Findings after hearing-Awards	0	0	0	0	0
Findings after hearing-Conversion to Full Time/Perm Status	0	0	0	0	0
Disciplinary action-Demotion	0	0	0	0	0
Disciplinary action-Reprimand	0	0	0	0	0
Disciplinary action-Suspension	0	0	0	0	0
Disciplinary action-Removal	0	0	0	0	0
Disciplinary action-Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0
Reassignment-Denied	0	0	0	0	0
Reassignment-Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0
Telework	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	0	0	0
Other	0	0	0	0	0

*Pending Complaints Filed in Previous Fiscal Years by Status*

<b>Pending Complaints</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Total Complaints From previous Fiscal Years	46	52	62	66	73
Number of Complainants	42	49	57	57	66
<b>Number Complaints Pending</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Investigation	1	3	3	2	11
ROI issued pending Complainant's action	0	0	0	0	0
Hearing	35	42	49	49	46
Final Agency Action	9	5	5	12	11
Appeal with EEOC Office of Federal Operations	3	4	4	6	7

Investigations That Exceed Time Frames

<b>Complaint Investigations</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Pending Complainants where Investigation Exceed Required Time Frames	3	4	6	4	16