

## SBA No Fear Act - Including FY20 3<sup>rd</sup> Quarter data as of June 30, 2020

<b>Complaint Activity</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Number of Complaints Filed	38	31	33	37	16	25
Number of Complaints	38	31	31	37	16	25
Repeat Filers	0	0	1	0	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>	<b>2020</b>
Race	19	12	13	19	8	11
Color	3	5	8	6	2	0
Religion	1	1	3	1	1	1
Reprisal	19	19	25	18	5	9
Sex	23	8	14	5	8	10
PDA	1	0	0	0	1	0
National Origin	7	5	9	9	4	1
Equal Pay Act	0	0	0	0	0	0
Age	20	11	18	12	4	7
Disability	16	15	8	10	7	4
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	1

### 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>	<b>2020</b>
Appointment/Hire	7	5	3	7	3	5
Assignment of Duties	7	10	13	9	0	0
Awards	4	0	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action-Demotion	0	0	1	0	1	0
Disciplinary Action-Reprimand	3	3	5	7	2	0
Disciplinary Action-Suspension	4	3	2	2	1	1
Disciplinary Action-Removal	0	2	1	1	1	0
Disciplinary Action-Other	1	1	0	2	0	0
Duty Hours	0	0	1	0	0	0
Perf. Eval./Appraisal	9	9	14	8	0	1
Examination/Test	0	0	0	0	0	0
Harassment-Non-Sexual	16	17	19	17	6	13
Harassment-Sexual	2	0	2	1	1	1
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	1	3	0	2	0	0
Promotion/non-Selection	9	9	8	2	0	2
<b>Reassignment</b>						
Reassignment-Denied	2	1	0	0	0	0
Reassignment-Directed	1	2	3	3	1	0
Reasonable Accommodation	2	1	1	2	0	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	0	0	0	1
Termination	1	2	7	8	2	2

<b>Issue</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Terms/Conditions of Employment	4	12	11	10	3	0
Time and Attendance	2	4	6	3	0	0
Training	0	1	4	6	0	0
<b>Other</b>						
User Defined – Other 1	1	0	0	0	0	0
User Defined – Other 2	0	0	0	0	0	0
User Defined – Other 3	0	0	0	0	0	0
User Defined – Other 4	0	0	0	0	0	0

### Processing Time (Including FY20 3<sup>rd</sup> Quarter data as of June 30, 2020)

<b>Complaint pending during fiscal year</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Average number of days in investigation	268	261	278	274	346	340
Average number of days in final action	32	22	20	48	63	55

<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>	<b>2020</b>
Average number of days in investigation	311	264	272	281	325	326
Average number of days in final action	18	25	16	13	63	20

<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>	<b>2020</b>
Average number of days in investigation	225	256	288	258	390	350
Average number of days in final action	27	30	68	46	0	157

<b>Complaint Dismissed by Agency</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total Complaints Dismissed by Agency	0	0	0	6	0	2
Average days pending prior to dismissal	0	0	0	121	0	425

<b>Complaint Withdrawn by Complainants</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total Complaints withdrawn by complainants	0	1	0	2	2	2

Total Final Agency Actions Finding Discrimination	2015	2016	2017	2018	2019	2020
Total Number Findings	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0

### Findings of Discrimination Rendered by Basis (& FY20 3<sup>rd</sup> Quarter data as of June 30, 2020)

Note: Complaints can be filed alleging multiple bases

The sum of the bases may not equal total complaints and findings	2015	2016	2017	2018	2019	2020
Total Number Findings	0	0	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

**Findings of Discrimination Rendered by Issue (& FY20 3<sup>rd</sup> Quarter data as of June 30, 2020)**

<b>Findings of Discrimination Rendered by Issue</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total Number of Findings	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action-Demotion	0	0	0	0	0	0
Disciplinary Action-Reprimand	0	0	0	0	0	0
Disciplinary Action-Suspension	0	0	0	0	0	0
Disciplinary Action-Removal	0	0	0	0	0	0
Disciplinary Action-Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0	0
<b>Reassignment</b>						
Reassignment-Denied	0	0	0	0	0	0
Reassignment-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
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0
Findings without hearing-Appointment/Hire	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Issue</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Finding without hearing- Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action- Demotion	0	0	0	0	0	0
Disciplinary Action- Reprimand	0	0	0	0	0	0
Disciplinary Action- Suspension	0	0	0	0	0	0
Disciplinary Action- Removal	0	0	0	0	0	0
Disciplinary Action- Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0	0
Reassignment- Denied	0	0	0	0	0	0
Reassignment- 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
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0
Findings after hearing- Appointment/Hire	0	0	0	0	0	0
Findings after hearing- Assignment of Duties	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2015	2016	2017	2018	2019	2020
Findings after hearing-Awards	0	0	0	0	0	0
Findings after hearing-Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary action-Demotion	0	0	0	0	0	0
Disciplinary action-Reprimand	0	0	0	0	0	0
Disciplinary action-Suspension	0	0	0	0	0	0
Disciplinary action-Removal	0	0	0	0	0	0
Disciplinary action-Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment-Non-Sexual	0	0	0	0	0	0
Harassment-Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/non-Selection	0	0	0	0	0	0
Reassignment-Denied	0	0	0	0	0	0
Reassignment-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
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

**Pending Complaints Filed in Previous Fiscal Years by Status – Including FY20 3<sup>rd</sup> Quarter Data as of June 30, 2020**

<b>Pending Complaints</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total Complaints From Previous Fiscal Years	46	52	62	66	73	31
Number of Complainants	42	49	57	57	66	31

<b>Number Complaints Pending</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Investigation	1	3	3	2	11	4
ROI issued pending Complainant's action	0	0	0	0	0	4
Hearing	35	42	49	49	46	21
Final Agency Action	9	5	5	12	11	3
Appeal with EEOC Office of Federal Operations	3	4	4	6	7	8

**Investigations That Exceed Time Frames**

<b>Complaint Investigations</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Pending Complainants where Investigation Exceed Required Time Frames	3	4	6	4	16	11