

**EQUAL EMPLOYMENT OPPORTUNITY DATE POSTED
PURSUANT TO THE NO FEAR ACT:**

**SBA
FOR 2nd QUARTER 2021 PERIOD ENDING MARCH 31, 2021**

| Part 1 Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|----------------------|
| | Previous Fiscal Year Data | | | | | 2021 Thru 3-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Number of Complaints Filed | 31 | 33 | 37 | 17 | 34 | 32 |
| Number of Complainants | 31 | 31 | 37 | 17 | 34 | 32 |
| Repeat Filers | 0 | 1 | 0 | 0 | 0 | 0 |

| Part 2 Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|----------------------|
| | Previous Fiscal Year Data | | | | | 2021 Thru 3-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Race | 12 | 13 | 19 | 8 | 17 | 12 |
| Color | 5 | 8 | 6 | 2 | 2 | 5 |
| Religion | 1 | 3 | 1 | 1 | 2 | 4 |
| Reprisal | 19 | 25 | 18 | 5 | 10 | 11 |
| Sex | 8 | 14 | 5 | 8 | 14 | 13 |
| PDA | 0 | 0 | 0 | 1 | 0 | 0 |
| National Origin | 5 | 9 | 9 | 4 | 2 | 5 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 11 | 18 | 12 | 4 | 10 | 13 |
| Disability | 15 | 8 | 10 | 7 | 6 | 15 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 1 |
| Non-EEO | 0 | 0 | 0 | 0 | 1 | 0 |

| Part 3 Complaints by Issue | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|----------------------|
| | Previous Fiscal Year Data | | | | | 2021 Thru 3-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2021, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.</i> | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Appointment/Hire | 5 | 3 | 7 | 3 | 8 | 3 |
| Assignment of Duties* | 10 | 13 | 9 | 0 | 1 | 1 |
| Awards | 0 | 1 | 1 | 0 | 0 | 0 |
| Conversion to Full Time/Perm Status* | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 1 | 0 | 1 | 1 | 0 |
| Reprimand** | 3 | 5 | 7 | 2 | 0 | 3 |
| Suspension | 3 | 2 | 2 | 1 | 1 | 0 |
| Removal | 0 | 1 | 1 | 0 | 0 | 0 |
| Disciplinary Warning** | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Disciplinary Actions** | 1 | 1 | 2 | 0 | 1 | 0 |
| Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 0 | 1 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 9 | 14 | 8 | 0 | 1 | 1 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 17 | 19 | 17 | 13 | 14 | 9 |
| Sexual | 0 | 2 | 1 | 2 | 1 | 1 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 3 | 0 | 2 | 0 | 0 | 0 |
| Promotion/Non-Selection | 9 | 8 | 2 | 0 | 3 | 2 |

| Reassignment | | | | | | |
|---------------------------------------|----|----|----|---|---|----|
| Denied | 1 | 0 | 0 | 0 | 0 | 0 |
| Directed | 2 | 3 | 3 | 1 | 0 | 1 |
| Reasonable Accommodation Disability | 5 | 1 | 2 | 0 | 2 | 1 |
| Reinstatement* | 1 | 0 | 0 | 0 | 0 | 1 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement* | 1 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 2 | 0 | 0 | 0 | 1 | 0 |
| Termination | 2 | 7 | 8 | 2 | 4 | 13 |
| Terms/Conditions of Employment* | 12 | 11 | 10 | 4 | 0 | 0 |
| Time and Attendance | 4 | 6 | 3 | 1 | 0 | 1 |
| Training | 1 | 4 | 6 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment* | | | | | | |
| User Defined - Other 1* | 0 | 0 | 0 | 0 | 1 | 3 |
| 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 |

| Part 4 Processing Time | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| | Previous Fiscal Year Data | | | | | 2021 Thru 3-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 260.92 | 278.24 | 273.52 | 356.80 | 350.89 | 370.87 |
| Average number of days in final action | 19.50 | 34.55 | 48.41 | 64.38 | 53.68 | 74.42 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 263.81 | 272.10 | 281.00 | 282.80 | 321.89 | 367.00 |
| Average number of days in final action | 16.00 | 8.50 | 13.44 | 63.39 | 21.54 | 28.80 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 255.78 | 288.15 | 257.67 | 393.80 | 379.89 | 375.09 |
| Average number of days in final action | 30.00 | 67.75 | 46.14 | 46.00 | 139.00 | 123.80 |

| Part 5 Complaints Dismissed by Agency | Comparative Data | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| | Previous Fiscal Year Data | | | | | 2021 Thru 3-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Total Complaints Dismissed by Agency | 0 | 0 | 6 | 0 | 7 | 0 |
| Average days pending prior to dismissal | 0 | 0 | 121 | 0 | 287 | 0 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 1 | 0 | 2 | 3 | 2 | 3 |

| Part 7 (cont) Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
|---|---------------------------|---|------|---|------|---|------|---|------|---|----------------|---|
| | Previous Fiscal Year Data | | | | | | | | | | 2021 Thru 3-31 | |
| | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | # | % | # | % | # | % | # | % | # | % | # | % |
| Findings Without Hearing | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Starting in FY2021, issues marked with: * are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

| Part 9 Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| | Previous Fiscal Year Data | | | | | 2021 Thru 3-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Total complaints from previous Fiscal Years | 52 | 62 | 66 | 66 | 26 | 30 |
| Total Complainants | 49 | 57 | 57 | 59 | 26 | 30 |
| Number complaints pending | | | | | | |
| Investigation | 3 | 3 | 2 | 4 | 0 | 1 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 5 | 3 | 5 |
| Hearing | 42 | 49 | 49 | 39 | 19 | 19 |
| Final Agency Action | 5 | 5 | 12 | 14 | 2 | 3 |
| Appeal with EEOC Office of Federal Operations | 4 | 4 | 6 | 7 | 9 | 9 |

| Part 10 Complaint Investigations | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| | Previous Fiscal Year Data | | | | | 2021 Thru 3-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 4 | 6 | 4 | 7 | 14 | 7 |