

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Interior (and below)

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	307	363	308	298	333	86
Number of Complainants	306	358	302	291	327	86
Repeat Filers	1	5	4	7	6	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	93	109	116	89	106	26
Color	37	47	37	34	33	8
Religion	18	14	21	16	9	2
Reprisal	157	196	171	160	165	43
Sex	109	148	112	111	120	30
PDA	0	1	1	1	3	0
National Origin	47	47	44	34	43	13

Equal Pay Act	2	3	0	1	1	1
Age	107	145	108	111	116	25
Disability	79	101	88	100	114	27
Genetics	1	2	0	2	0	0
Non-EEO	7	10	7	11	9	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	40	41	19	23	30	10
Assignment of Duties	31	53	45	32	47	7
Awards	8	9	3	2	4	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Action						
Demotion	2	3	0	2	3	0
Reprimand	24	31	25	32	18	1
Suspension	14	18	20	11	15	4
Removal	6	6	7	6	3	0
Other	16	20	9	5	0	0
Duty Hours	7	12	10	12	10	3
Perf. Eval./ Appraisal	38	54	51	40	42	11
Examination/Test	1	1	0	0	1	0
Harassment						
Non-Sexual	122	145	127	125	151	37
Sexual	13	18	9	12	10	4
Medical Examination	1	2	3	1	6	0
Pay including overtime	3	13	8	6	8	3

Promotion/Non-Selection	37	54	37	53	61	8
Reassignment						
Denied	2	3	3	4	0	0
Directed	9	6	2	8	12	1
Reasonable Accommodation Disability	20	32	31	29	34	7
Reinstatement	1	0	1	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	8	1	4	2	4	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	2	1	6
Termination	34	39	33	23	23	4
Terms/Conditions of Employment	35	69	42	38	43	14
Time and Attendance	22	26	19	24	21	3
Training	12	25	10	8	12	3
Other						
User Defined - Other 1	18	16	12	10	0	0
User Defined - Other 2	3	2	4	1	0	0
User Defined - Other 3	1	0	0	1	0	0
User Defined - Other 4	0	0	0	1	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	304.64	283.60	300.42	258.26	243.70	190.09
Average number of days in final action	112.40	135.31	153.64	269.63	86.92	82.12
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	295.57	277.14	310.14	258.79	264.61	194.00						
Average number of days in final action	73.81	103.27	119.25	297.75	57.84	20.60						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	320.50	319.13	280.65	258.46	202.69	187.96						
Average number of days in final action	149.17	159.43	183.59	259.85	107.11	104.97						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency	16	21	27	27	37						9	
Average days pending prior to dismissal	271.63	98.43	228.85	241.7	172.76						60.78	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	26	26	19	24	17						4	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	11		3		7		3		6		0	
Without Hearing	4	36	2	67	4	57	1	33	3	50	0	0
With Hearing	7	64	1	33	3	43	2	67	3	50	0	0

Age	0	0	0	0	1	100	1	100	1	50	0	0
Disability	1	17	0	0	1	100	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
Findings Without Hearing	3		2		3		0		1		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	1	33	1	50	3	100	0	0	0	0	0	0
Sex	2	67	1	50	2	67	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	2	67	1	50	0	0	0	0	0	0	0	0
Disability	1	33	0	0	1	33	0	0	1	100	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011		2012		2013		2014		2015		31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	9		3		4		1		3		0	
Appointment/Hire	1	11	1	33	0	0	0	0	0	0	0	0
Assignment of Duties	1	11	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2016Thru12-31						
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	225	217	241	216	238	415						
Total Complainants	216	213	237	207	228	394						
Number complaints pending												
Investigation	190	159	92	35	8	108						
ROI issued, pending Complainant's action	1	2	0	0	1	8						
Hearing	121	130	165	183	219	272						
Final Agency Action	54	38	53	20	13	24						
Appeal with EEOC Office of Federal Operations	33	37	63	91	93	192						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2016Thru12-31						
	2011	2012	2013	2014	2015							
Pending Complaints Where Investigations Exceed Required Time Frames	286	234	133	54	17	22						