

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

## National Park Service:NPS (and below)

For 2nd Quarter 2018 for period ending March 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
	2013	2014	2015	2016	2017	
Number of Complaints Filed	88	101	85	76	87	43
Number of Complainants	87	100	84	74	87	42
Repeat Filers	1	1	1	2	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	27	24	31	22	26	15
Color	8	8	10	9	8	5
Religion	2	7	1	1	2	0
Reprisal	48	49	33	39	34	23
Sex	20	39	26	23	37	13
PDA	0	0	1	1	3	0

National Origin	8	11	12	9	12	5
Equal Pay Act	0	1	1	0	0	0
Age	24	38	26	20	35	11
Disability	31	33	28	28	17	20
Genetics	0	0	0	0	0	0
Non-EEO	3	3	2	2	1	3
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	7	13	8	20	14	5
Assignment of Duties	18	15	15	8	12	1
Awards	1	1	1	1	3	0
Conversion to Full Time/Perm Status	0	0	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	0	0	0
Reprimand	3	8	7	3	6	1
Suspension	7	3	6	1	3	2
Removal	1	1	1	2	2	2
Other	7	4	0	0	0	0
Duty Hours	5	5	5	0	4	0
Perf. Eval./ Appraisal	11	13	7	8	10	2
Examination/Test	0	0	0	0	2	0
<b>Harassment</b>						
Non-Sexual	40	35	29	32	38	17

Sexual	2	4	6	4	1	0
Medical Examination	2	1	1	1	0	0
Pay including overtime	1	0	3	3	4	0
Promotion/Non-Selection	8	16	19	10	7	8
<b>Reassignment</b>						
Denied	0	1	0	1	0	0
Directed	1	5	3	0	3	3
Reasonable Accommodation Disability	15	6	8	10	4	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	1	0	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	2	0	1
Termination	9	10	4	3	7	3
Terms/Conditions of Employment	11	12	13	7	15	3
Time and Attendance	8	11	5	4	4	2
Training	1	4	2	2	2	0
<b>Other</b>						
User Defined - Other 1	7	4	0	0	1	3
User Defined - Other 2	2	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	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	344.07	254.77	214.90	197.67	184.92	153.14
Average number of days in final action	172.45	387.78	129.68	85.48	53.89	40.90
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	355.77	253.68	225.52	206.91	183.33	155.76
Average number of days in final action	154.72	544.04	85.69	18.00	36.20	17.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	319.00	259.90	180.79	191.35	186.03	150.67
Average number of days in final action	186.12	270.58	200.88	119.21	65.85	58.27
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	8	5	8	3	8	0
Average days pending prior to dismissal	146.75	209.2	113.5	202	128.13	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	5	14	5	6	6	2





Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru03- 31</b>	
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		2		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	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
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Medical Examination	0	0	0	0	1	50	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0











<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru03-31</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Total complaints from previous Fiscal Years	100	73	78	82	76	116
Total Complainants	98	68	74	78	76	115
<b>Number complaints pending</b>						
Investigation	6	2	0	1	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	67	62	75	75	75	110
Final Agency Action	30	11	4	7	1	3
Appeal with EEOC Office of Federal Operations	15	26	30	32	14	19
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru03-31</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	7	0	1	6	0	0