

**ODE No Fear Report 4th
Quarter 2015**

Complaint Activity	Comparative Data					2015 thru 9/30
	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Number of Complaints Filed	19	28	20	11	23	31
Number of Complainants	19	24	18	11	21	29
Repeat Filers	0	4	1	0	2	2

Complaints by Basis	Comparative Data					2015 thru 9/30
	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	4	9	13	3	8	14
Color	1	3	3	1	4	4
Religion	1	1	1	0	2	2
Reprisal	6	9	16	5	14	14
Sex	1	7	3	3	11	13
National Origin	0	1	2	1	0	2
Equal Pay Act	0	1	0	0	1	0
Age	7	9	3	2	9	17
Disability	1	4	6	3	8	6
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					2015 thru 9/30
	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.						
Appointment/Hire	0	1	0	0	0	0
Assignment of Duties	2	3	2	1	4	7
Awards	1	1	3	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	2	2	0	2	1	0
Removal	0	1	0	0	3	4
Suspension	0	0	3	1	2	1
Other	1	2	0	2	2	0
Duty Hours	0	0	0	0	2	6
Evaluation Appraisal	6	1	10	3	7	3
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	6	6	10	3	13	5
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	1	0	1	5
Promotion/Non-Selection	2	5	2	2	6	10
Reassignment						
Denied	0	0	0	0	0	1
Directed	1	0	1	0	1	3
Reasonable Accommodation	1	0	0	1	1	2
Reinstatement	0	0	0	0	0	0
Retirement	1	0	0	0	0	1
Termination	3	6	5	2	1	2
Terms/Conditions of Employment	0	1	2	1	1	5
Time and Attendance	4	0	0	1	2	2
Training	1	1	1	0	2	3
Other	1	0	0	1	4	10

Processing Time	Comparative Data					2015 thru 9/30
	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						UNCLASSIFIED

Average number of days in investigation stage	105	169	179	109	129	289
Average number of days in final action stage	112	26	299	179	221	374
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	101	0	218	189	192	167
Average number of days in final action stage	0	0	294	253	213	175
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	117	0	154	230	169	202
Average number of days in final action stage	1	0	416	11	0	0

Complaints Dismissed by Agency	Comparative Data					2015 thru 9/30
	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	3	8	5	0	2	10
Average days pending prior to dismissal	17	35	81	0	31	54
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	1	2	2	1

Total Final Actions Finding Discrimination	Comparative Data										2015 thru 9/30	
	Previous Fiscal Year Data											
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1	100	0	0	0	0	0	0	0	0	0	0
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data												
	Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.											2015 thru 9/30	
#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0	0	0	0	0	0	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	1	100	0	0	0	0	0	0	0	0	0	0	
Sex	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	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Findings After Hearing													
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	100	0	0	0	0	0	0	0	0	0	0	
Sex	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	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Findings Without Hearing													

UNCLASSIFIED

Race	0	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	0
Religion	0	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	0
Sex	0	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	0
Equal Pay Act	0	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	0
Disability	0	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	0

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2015 thru 9/30		
	2010		2011		2012		2013		2014		#	%	
	#	%	#	%	#	%	#	%	#	%			
Total Number Findings													
Appointment/Hire	0	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	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	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	0
Suspension	0	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	0
Other	0	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	0
Evaluation Appraisal	0	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	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	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	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	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	0
Findings After Hearing													
Appointment/Hire	0	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	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	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	0
Suspension	0	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	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	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	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	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	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	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	0

UNCLASSIFIED

UNCLASSIFIED

Findings Without Hearing												
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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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
Evaluation 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
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	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
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					FY15 thru 9/30
	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years	20	39	39	25	35	38
Total Complainants	18	36	39	25	33	35
Number complaints pending						
Investigation	0	13	9	0	12	1
Hearing	10	20	22	13	13	22
Final Action	1	1	3	1	2	1
Appeal with EEOC Office of Federal Operations	18	5	5	6	6	10
Others to Include Distict Court Complaints	0	0	0	5	4	4

Complaint Investigations	Comparative Data					FY15 thru 9/30
	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	2	8	4	11