

National Labor Relations Board (NLRB), Washington, DC 20570

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: NLRB Internal Complaint Activity

Date as of December 31 - First Quarter of the Fiscal Year 2019

Complaint Activity	Compared Data					
	2014	2015	2016	2017	2018	2019
Number of Complaints Filed in Fiscal Year	10	8	13	12	14	2
Number of Complainants	9	7	12	11	13	2
Repeat Filers	1	1	1	1	1	0

Complaints by Basis	Comparative Data					
	2014	2015	2016	2017	2018	2019
Race	5	4	8	5	8	2
Religion	5	0	3	0	1	0
Retaliation	6	4	10	4	3	0
Sex	5	3	4	4	4	0
National Origin	3	1	3	0	1	0
Color	3	2	3	2	1	0
Age	6	4	2	4	4	0
Disability	4	2	5	7	5	1
Equal Pay Act	0	0	0	0	0	0

Complaints By Issues	Comparative Data					
	2014	2015	2016	2017	2018	2019
Appointment	0	1	0	0	1	0
Assignment	1	3	4	4	2	0
Awards	0	1	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	1	0	1	0	0	0
Disciplinary Action - Reprimand	0	0	1	3	1	0
Disciplinary Action - Suspension	1	0	1	3	0	0
Disciplinary Action - Removal	1	0	0	1	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	1	0	2	1	0
Evaluation/Appraisal	3	5	5	0	6	1
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1	4	7	5	9	1
Sexual Harassment	0	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1	0

Promotion/Non-Selection	4	5	3	4	3	0
Denied Reassignment	0	0	0	1	0	0
Directed Reassignment	0	0	1	0	0	0
Reasonable Accommodation	1	0	0	3	4	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	4	0	0	4	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	1	1	3	4	2	0
Training	2	2	0	2	1	0
Other	2	2	4	1	1	0

Processing Time	Comparative Data					
	2014	2015	2016	2017	2018	2019
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	175	248	200	194	224	180
Average Number of Days in Final Action Stage	42	0	30	31	0	0
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	182	283	185	201	269	0
Average Number of Days in Final Action Stage	0	0	0	17	0	0
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	164	179	216	188	179	180
Average Number of Days in Final Action Stage	42	0	61	45	0	0

Complaints Dismissed by Agency	Comparative Data					
	2014	2015	2016	2017	2018	2019
Total Complaints Dismissed by Agency	1	0	1	3	6	0
Average Days Pending Prior to Dismissal	349	0	29	44	53	0
Total Complaints Withdrawn by Complaints	0	0	2	3	1	1

Total Final Action Finding Discrimintaion	Comparative Data					
	2014	2015	2016	2017	2018	2019
Total Number Finding	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	Comparative Data					
	2014	2015	2016	2017	2018	2019
Total Number of Findings	0	0	0	0	0	0
Race	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0

Color	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2014	2015	2016	2017	2018	2019
Findings After Hearing	0	0	0	0	0	0
Race	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2014	2015	2016	2017	2018	2019
Findings Without Hearing	0	0	0	0	0	0
Race	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2014	2015	2016	2017	2018	2019
Total Number of Findings	0	0	0	0	0	0
Appointment	0	0	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	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
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	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

Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	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
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 of Discrimination Rendered by Issues	Comparative Data					
	2014	2015	2016	2017	2018	2019
Findings After Hearing	0	0	0	0	0	0
Appointment	0	0	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	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
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	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
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	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
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 of Discrimination Rendered by Issues	Comparative Data					
	2014	2015	2016	2017	2018	2019
Findings Without Hearing	0	0	0	0	0	0
Appointment	0	0	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	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
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	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
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	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
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 Years by Status	Comparative Data					
	2014	2015	2016	2017	2018	2019
Total Complaints From Previous Fiscal Years	3	7	6	4	8	14
Total Complainants	2	6	4	4	7	12
Number of Complaints Pending in Investigation	0	0	1	0	0	3
Number of Complaints Pending in Hearing	3	7	4	4	8	10
Number of Complaints Pending in Final Action	0	0	1	0	0	1
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	2	2	2	4	5	4

Complaint Investigations	Comparative Data					
	2014	2015	2016	2017	2018	2019
Pending Complaints Where Investigation Exceeds Required Time Frames	2	4	6	3	5	7