

**National Endowment for the Arts  
 Equal Employment Opportunity Data Posted Pursuant to the  
 No FEAR Act  
 Internal Complaint Activity**

Complaint Activity	2014	2015	2016	2017	2018	2019 thru 6/30/19
Number of Complaints Filed	1	2	0	1	2	1
Number of Complainants	1	2	0	1	2	1
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	2014	2015	2016	2017	2018	2019 thru 6/30/19
Race	1	1	0	1	2	0
Color	1	0	0	0	1	0
Religion	0	0	0	0	0	0
Reprisal	0	2	0	0	1	0
Sex	0	2	0	1	1	1
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	1	0	1
Disability	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	2014	2015	2016	2017	2018	2019 thru 6/30/19
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	0	1	0	0	1	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	1	0	0	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	2	0	0	2	1
Sexual	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	1	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	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	2	0	0	1	0
Time and Attendance	0	2	0	0	1	0
Training	0	1	0	0	1	0
Other	0	0	0	0	0	0

**National Endowment for the Arts  
Equal Employment Opportunity Data Posted Pursuant to the  
No FEAR Act  
Internal Complaint Activity**

Processing Time	2014	2015	2016	2017	2018	2019 through 6/30/19*
<b>Complaints pending during fiscal year</b>	2	3	3	1	3	4
Average number of days in investigation stage	171	83.5	179.5	192	101	73
Average number of days in final action stage	0	0	47.5	0	0	25
<b>Complaints pending during fiscal year where hearing was requested</b>	1	1	1	1	1	2
Average number of days in investigation stage	261	0	0	192	0	78
Average number of days in final action stage	0	0	0	0	0	0
<b>Complaint pending during fiscal year where hearing was not requested</b>	0	0	2	0	0	2
Average number of days in investigation stage	0	0	179.5	0	0	67
Average number of days in final action stage	0	0	47.5	0	0	50
<b>* Includes FY 2019 furlough</b>						

Complaints Dismissed by Agency	2014	2015	2016	2017	2018	2019 through 6/30/19
Total Complaints Dismissed by Agency	0	0	0	0	0	0

Complaints Withdrawn by Complainants	2014	2015	2016	2017	2018	2019 through 6/30/19
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0

Total Final Actions Finding Discrimination	2014	2015	2016	2017	2018	2019 through 6/30/19
Total Number Findings	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	2014	2015	2016	2017	2018	2019 through 6/30/19
Total Number Findings	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	2014	2015	2016	2017	2018	2019 through 6/30/19
Total complaints from previous Fiscal Years	1	1	3	2	3	3
Total Complainants	1	1	3	2	3	3
<b>Number complaints pending</b>						
Investigation	1	0	2	0	0	0
Hearing	1	1	1	0	1	1
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	2	2	0

Complaint Investigations Exceed Required Time Frame	2014	2015	2016	2017	2018	2019 through 6/30/19
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	1	0	0	2