



**Equal Employment Opportunity Data  
Posted Pursuant to the NO FEAR Act  
as of December 31, 2016**

U.S. Railroad Retirement Board    Phone: (312) 751-4942  
Office of Equal Opportunity        TTY: (312) 751-4334  
844 North Rush Street                Web: <http://www.rrb.gov>  
Chicago Illinois, 60611-2092

Complaint Activity	Comparative Data					
	Previous Fiscal Years					2017 Thru 12-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	2	2	7	0	2	0
Number of Complainants	2	2	7	0	2	0
Repeat Filers	1	0	2	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Years					2017 Thru 12-31
	2012	2013	2014	2015	2016	
<b>Note:</b> Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	1	2	6	0	0	0
Color	0	0	1	0	0	0
Religion	0	0	0	0	0	0
Reprisal	1	1	3	0	0	0
Sex (Male, Female, LGBT)	2	2	4	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	2	1	4	0	0	0
Disability	0	1	1	0	2	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0



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Complaints by Issue	Comparative Data					
	Previous Fiscal Years					2017 Thru 12-31
<b>Note:</b> Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2012	2013	2014	2015	2016	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	1	0	1	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>	0	0	0	0	0	0
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	1	0	0	0	0	0
Removal	0	0	0	0	1	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	1	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>	0	0	0	0	0	0
Non-Sexual	1	1	0	0	0	0
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	2	0	5	5	1	0
<b>Reassignment</b>	0	0	0	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	1	1	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	1	0	1	0	0	0
Time and Attendance	0	1	0	0	0	0
Training	0	0	1	0	0	0
Other	0	0	1	0	0	0



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Processing Time	Comparative Data					
	Previous Fiscal Years					2017 Thru 12-31
	2012	2013	2014	2015	2016	
<b>Complaints during fiscal year6</b>						
Average number of days in investigation stage	179	165	135	147	105	141
Average number of days in final action stage	0	43	10	47	0	0
<b>Complaints pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	177	170	159	144	118	134
Average number of days in final action stage	0	27	10	38	0	0
<b>Complaints pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	0	207	143	153	0	0
Average number of days in final action stage	0	58	32	57	0	0

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Years					2017 Thru 12-31
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	0	0	0	0	0	0
Average days pending prior to dismissal	0	0	0	0	0	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	0	2	0	0	1	0

Total Final Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Years										2017 Thru 12-31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0



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Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Years										2017 Thru 12-31		
	2012		2013		2014		2015		2016		#	%	
#	%	#	%	#	%	#	%	#	%				
<b>Note:</b> Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.													
<b>Total Number Findings</b>	0		0		0		0		0		0		0
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 (Male, Female, LGBT)	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
Genetic Information	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
<b>Findings After Hearing</b>	0	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	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 (Male, Female, LGBT)	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
Genetic Information	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
<b>Findings Without Hearing</b>	0	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	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 (Male, Female, LGBT)	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
Genetic Information	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



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Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Years										2017 Thru 12-31	
	2012		2013		2014		2015		2016		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number of Findings</b>	0		0		0		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	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>	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
<b>Harassment</b>	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
<b>Reassignment</b>	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
Sex-Stereotyping	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



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	Previous Fiscal Years										2017 Thru 12-31		
	2012		2013		2014		2015		2016		#	%	
	#	%	#	%	#	%	#	%	#	%			
<b>Findings After Hearing</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
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
<b>Disciplinary Action</b>	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
<b>Harassment</b>	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
<b>Reassignment</b>	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
Sex-Stereotyping	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



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	Previous Fiscal Years										2017 Thru 12-31		
	2012		2013		2014		2015		2016		#	%	
	#	%	#	%	#	%	#	%	#	%			
<b>Findings Without Hearing</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
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
<b>Disciplinary Action</b>	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
<b>Harassment</b>	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
<b>Reassignment</b>	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
Sex-Stereotyping	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



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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Years					2017 Thru 12-31
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	4	4	11	4	3	5
Total Complainants	4	3	10	3	2	4
<b>Number complaints pending</b>						
Investigation	0	0	3	0	0	2
Hearing	4	4	3	4	3	2
Final Action	0	0	4	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0

Complaint Investigations	Comparative Data					
	Previous Fiscal Years					2017 Thru 12-31
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0