



PRIVACY AND CIVIL LIBERTIES OVERSIGHT BOARD

**NO FEAR ACT REPORT
FY 2016**

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Privacy and Civil Liberties Oversight Board
No FEAR Act Report
Fiscal Year (FY) 2016

Section I. Summary of District Court Cases (FY 2013 to FY 2016)

1. *The number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a) in which discrimination on the part of the agency was alleged.*

	TOTAL FILED: 0 cases			
	FY 13	FY 14	FY 15	FY 16
Title VII (race, color, religion, sex, national origin)	0	0	0	0
Age	0	0	0	0
Sex (Equal Pay Act)	0	0	0	0
Disability (Section 501 of the Rehabilitation Act of 1973)	0	0	0	0
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0

2. *a. The status or disposition of cases described in paragraph (1). N/A*
b. Money reimbursed to the Judgment Fund. N/A
c. Reimbursement to the Judgment Fund for separately designated attorney's fees. N/A

3. *The number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1).*

	TOTAL NUMBER EMPLOYEES DISCIPLINED: 0			
	FY 13	FY 14	FY 15	FY 16
FY Totals	0	0	0	0

4. *The final year-end data posted under section 301(c)(1)(B) for such fiscal year (without regard to section 301(c)(2)).*

See Attachment A.

5. *A detailed description of the policy implemented by that agency relating to appropriate disciplinary actions against a Federal employee who-*
 - i. *discriminated against any individual in violation of any of the laws cited under section 201(a)(1) or (2), or*
 - ii. *committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under section 201(a)(1) or (2), and with respect to each of such laws, the number of employees who are disciplined in accordance with such policy and the specific nature of the disciplinary action taken.*

The Privacy and Civil Liberties Oversight Board's policy finalized its EEO policy, a supplemental EEO Question and Answer guidance document, and its Anti-Harassment policy in October 2016. The policies and guidance documents prohibit discrimination and harassment based on a protected class or whistleblower activity, as well as prohibits retaliation for exercising rights on either basis. In January 2017, the Privacy and Civil Liberties Oversight Board completed the Office of Special Counsel's 2302(c) certification program, when ensures that we prevent prohibited personnel practices, comply with applicable civil service laws against these practices, and inform employees about these practices.

Section II. Analysis of Administrative Complaints*

7. *An analysis of the information described under paragraphs (1) through (6) (in conjunction with data provided to the Equal Employment Opportunity Commission in compliance with part 1614 of title 29 of the Code of Federal Regulations) including:*
 - a. *an examination of trends;*
 - b. *causal analysis;*
 - c. *practical knowledge gained through experience; and*
 - d. *any actions planned or taken to improve complaint or civil rights programs of the agency.*

There have been no administrative complaints to analyze.

Attachment A

- **Administrative Equal Employment Opportunity (EEO) Complaint Data (FY 2013-FY 2016)**

- **No FEAR Act Training Plan**

**Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:**

Privacy and Civil Liberties Oversight Board

FY 2013- FY 2016

Complaint Activity	Comparative Data				
	Previous Fiscal Year Data				2016 Thru 09-30
	2013	2014	2015		
Number of Complaints Filed	0	0	0	0	0
Number of Complainants	0	0	0	0	0
Repeat Filers	0	0	0	0	0

Complaints by Basis	Comparative Data				
	Previous Fiscal Year Data				2016 Thru 09-30
	2013	2014	2015		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					
Race	0	0	0	0	0
Color	0	0	0	0	0
Religion	0	0	0	0	0
Reprisal	0	0	0	0	0
Sex	0	0	0	0	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	0
GINA	0	0	0	0	0
Non-EEO	0	0	0	0	0

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				2016 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015		
Appointment/Hire	0	0	0	0	
Assignment of Duties	0	0	0	0	
Awards	0	0	0	0	
Conversion to Full-time	0	0	0	0	
Disciplinary Action					
Demotion	0	0	0	0	
Reprimand	0	0	0	0	
Suspension	0	0	0	0	
Removal	0	0	0	0	
Other	0	0	0	0	
Duty Hours	0	0	0	0	
Evaluation Appraisal	0	0	0	0	
Examination/Test	0	0	0	0	
Harassment					
Non-Sexual	0	0	0	0	
Sexual	0	0	0	0	
Medical Examination	0	0	0	0	
Pay (Including Overtime)	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	
Reassignment					
Denied	0	0	0	0	
Directed	0	0	0	0	
Reasonable Accommodation	0	0	0	0	
Reinstatement	0	0	0	0	

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				2016 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015		
Retirement	0	0	0	0	
Termination	0	0	0	0	
Terms/Conditions of Employment	0	0	0	0	
Time and Attendance	0	0	0	0	
Training	0	0	0	0	
Other	0	0	0	0	

Processing Time	Comparative Data				
	Previous Fiscal Year Data				2016 Thru 09-30
	2013	2014	2015		
	Complaints pending during fiscal year				
Average number of days in investigation	0	0	0	0	
Average number of days in final action	0	0	0	0	
	Complaint pending during fiscal year where hearing was requested				
Average number of days in investigation	0	0	0	0	
Average number of days in final action	0	0	0	0	
	Complaint pending during fiscal year where hearing was not requested				
Average number of days in investigation	0	0	0	0	
Average number of days in final action	0	0	0	0	

Complaints Dismissed by Agency	Comparative Data				
	Previous Fiscal Year Data				2016 Thru 09-30
	2013	2014	2015		
Total Complaints Dismissed by Agency	0	0	0	0	
Average days pending prior to dismissal	0	0	0	0	
	Complaints Withdrawn by Complainants				

Complaints Dismissed by Agency	Comparative Data				
	Previous Fiscal Year Data				2016 Thru 09-30
	2013		2014		
Total Complaints Withdrawn by Complainants	0		0		0

Total Final Agency Actions Finding Discrimination	Comparative Data									
	Previous Fiscal Year Data								2016 Thru 09-30	
	2013		2014		2015					
	#	%	#	%	#	%	#	%		
Total Number Findings	0	0	0	0	0	0	0	0	0	
Without Hearing	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	

Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data								2016 Thru 09-30	
	2013		2014		2015					
#	%	#	%	#	%	#	%			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>										
Total Number Findings	0		0		0	0		0		
Race	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	0	
GINA	0	0	0	0	0	0	0	0	0	

Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data								2016 Thru 09-30				
	2013		2014		2015								
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>													
						#	%	#	%	#	%	#	%
Non-EEO						0	0	0	0	0	0	0	0
Findings After Hearing													
Race						0	0	0	0	0	0	0	0
Color						0	0	0	0	0	0	0	0
Religion						0	0	0	0	0	0	0	0
Reprisal						0	0	0	0	0	0	0	0
Sex						0	0	0	0	0	0	0	0
PDA						0	0	0	0	0	0	0	0
National Origin						0	0	0	0	0	0	0	0
Equal Pay Act						0	0	0	0	0	0	0	0
Age						0	0	0	0	0	0	0	0
Disability						0	0	0	0	0	0	0	0
GINA						0	0	0	0	0	0	0	0
Non-EEO						0	0	0	0	0	0	0	0
Findings Without Hearing													
Race						0	0	0	0	0	0	0	0
Color						0	0	0	0	0	0	0	0
Religion						0	0	0	0	0	0	0	0
Reprisal						0	0	0	0	0	0	0	0
Sex						0	0	0	0	0	0	0	0
PDA						0	0	0	0	0	0	0	0
National Origin						0	0	0	0	0	0	0	0
Equal Pay Act						0	0	0	0	0	0	0	0
Age						0	0	0	0	0	0	0	0
Disability						0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data								2016 Thru 09-30				
	2013		2014		2015								
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>													
						#	%	#	%	#	%	#	%
GINA						0	0	0	0	0	0	0	0
Non-EEO						0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data								2016 Thru 09-30				
	2013		2014		2015								
						#	%	#	%	#	%	#	%
Total Number Findings						0		0		0		0	
Appointment/Hire						0	0	0	0	0	0	0	0
Assignment of Duties						0	0	0	0	0	0	0	0
Awards						0	0	0	0	0	0	0	0
Conversion to Full-time						0	0	0	0	0	0	0	0
Disciplinary Action													
Demotion						0	0	0	0	0	0	0	0
Reprimand						0	0	0	0	0	0	0	0
Suspension						0	0	0	0	0	0	0	0
Removal						0	0	0	0	0	0	0	0
Other						0	0	0	0	0	0	0	0
Duty Hours						0	0	0	0	0	0	0	0
Evaluation Appraisal						0	0	0	0	0	0	0	0
Examination/Test						0	0	0	0	0	0	0	0
Harassment													
Non-Sexual						0	0	0	0	0	0	0	0
Sexual						0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data								2016 Thru 09-30			
	2013		2014		2015							
	#	%	#	%	#	%	#	%				
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					0	0	0	0	0	0	0	0
Reassignment												
Denied					0	0	0	0	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	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 After Hearing					0		0				0	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					0	0	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	0	0	0	0
Removal					0	0	0	0	0	0	0	0
Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data								2016 Thru 09-30			
	2013		2014		2015							
	#	%	#	%	#	%	#	%				
Evaluation Appraisal					0	0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0	0
	Harassment											
Non-Sexual					0	0	0	0	0	0	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					0	0	0	0	0	0	0	0
	Reassignment											
Denied					0	0	0	0	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	0	0	0	0	0	0
Training					0	0	0	0	0	0	0	0
Other					0	0	0	0	0	0	0	0
Findings Without Hearing					0		0		#		0	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					0	0	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
	Disciplinary Action											
Demotion					0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data										
	Previous Fiscal Year Data								2016 Thru 09-30		
	2013		2014		2015						
	#	%	#	%	#	%	#	%			
Reprimand											
Suspension											
Removal											
Other											
Duty Hours											
Evaluation Appraisal											
Examination/Test											
Harassment											
Non-Sexual											
Sexual											
Medical Examination											
Pay (Including Overtime)											
Promotion/Non-Selection											
Reassignment											
Denied											
Directed											
Reasonable Accommodation											
Reinstatement											
Retirement											
Termination											
Terms/Conditions of Employment											
Time and Attendance											
Training											
Other											

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						
	Previous Fiscal Year Data						2016 Thru 09-30
				2013	2014	2015	
Total complaints from previous Fiscal Years				0	0	0	0
Total Complainants				0	0	0	0
	Number complaints pending						
Investigation				0	0	0	0
ROI issued, pending Complainant's action				0	0	0	0
Hearing				0	0	0	0
Final Agency Action				0	0	0	0

Complaint Investigations	Comparative Data						
	Previous Fiscal Year Data						2016 Thru 09-30
				2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames				0	0	0	0

Privacy and Civil Liberties Oversight Board No FEAR Act Training Plan

The Privacy and Civil Liberties Oversight Board Department administers No FEAR Act training to all new employees as part of the onboarding process. All PCLOB employees received biennial No FEAR Act training between August and September 2016.

Delivery of Training	Training Schedule	Training Completion Date
<p>Online course delivered by the Department of Treasury.</p> <p>The PCLOB maintains training records for each employee in the agency's files.</p>	<p>Upon onboarding</p>	<p>Percentage of employees who completed No FEAR training upon onboarding: 100%</p> <p>100% of PCLOB employees completed biennial training No FEAR Act training by September 30, 2016. The next training will occur in FY 2018.</p>