



PRIVACY AND CIVIL LIBERTIES OVERSIGHT BOARD

**NO FEAR ACT REPORT
Q4 FY 2016**

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

Section I. Summary of District Court Cases (FY 2013 to Q4 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	Q4 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	Q4 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-Q4 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- Q4 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
Number of Complainants		0	0	0	0
Repeat Filers		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>		2013	2014	2015	
Race		0	0	0	0
Color		0	0	0	0
Religion		0	0	0	0
Reprisal		0	0	0	0
Sex		0	0	0	0
PDA		0	0	0	0
National Origin		0	0	0	0
Equal Pay Act		0	0	0	0
Age		0	0	0	0
Disability		0	0	0	0
GINA		0	0	0	0
Non-EEO		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
Assignment of Duties			0	0	0
Awards			0	0	0
Conversion to Full-time			0	0	0
Disciplinary Action					
Demotion			0	0	0
Reprimand			0	0	0
Suspension			0	0	0
Removal			0	0	0
Other			0	0	0
Duty Hours			0	0	0
Evaluation Appraisal			0	0	0
Examination/Test			0	0	0
Harassment					
Non-Sexual			0	0	0
Sexual			0	0	0
Medical Examination			0	0	0
Pay (Including Overtime)			0	0	0
Promotion/Non-Selection			0	0	0
Reassignment					
Denied			0	0	0
Directed			0	0	0
Reasonable Accommodation			0	0	0
Reinstatement			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	2015	
Total Complaints Withdrawn by Complainants		0	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
Without Hearing						0	0	0	0	0	0	0	0
With Hearing						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	
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	

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

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