



# **PRIVACY AND CIVIL LIBERTIES OVERSIGHT BOARD**

---

**NO FEAR ACT REPORT  
FY 2015**

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**Privacy and Civil Liberties Oversight Board**  
**No FEAR Act Report**  
**Fiscal Year (FY) 2015**

**Section I. Summary of District Court Cases (FY 2013 to FY 2015)**

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.*

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

	<b>TOTAL NUMBER EMPLOYEES DISCIPLINED: 0</b>		
	<b>FY 13</b>	<b>FY 14</b>	<b>FY 15</b>
<b>FY Totals</b>	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 is currently under review and is pending Board approval. When completed, it will prohibit discrimination and harassment based on a protected status, and will prohibit reprisal for reporting discrimination and harassment.

## ***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 2015)**
  
- **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 2015*

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

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 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	
Race				0	0	0
Color				0	0	0
Religion				0	0	0
Reprisal				0	0	0
Sex				0	0	0
PDA				0	0	0
National Origin				0	0	0
Equal Pay Act				0	0	0
Age				0	0	0
Disability				0	0	0
GINA				0	0	0
Non-EEO				0	0	0

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				2015 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	
Appointment/Hire				0	0
Assignment of Duties				0	0
Awards				0	0
Conversion to Full-time				0	0
Disciplinary Action					
Demotion				0	0
Reprimand				0	0
Suspension				0	0
Removal				0	0
Other				0	0
Duty Hours				0	0
Evaluation Appraisal				0	0
Examination/Test				0	0
Harassment					
Non-Sexual				0	0
Sexual				0	0
Medical Examination				0	0
Pay (Including Overtime)				0	0
Promotion/Non-Selection				0	0
Reassignment					
Denied				0	0
Directed				0	0
Reasonable Accommodation				0	0
Reinstatement				0	0
Retirement				0	0
Termination				0	0

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

Processing Time	Comparative Data				
	Previous Fiscal Year Data				20145 Thru 09-30
			2013	2014	
Complaints pending during fiscal year					
Average number of days in investigation			0	0	0
Average number of days in final action			0	0	0
Complaint pending during fiscal year where hearing was requested					
Average number of days in investigation			0	0	0
Average number of days in final action			0	0	0
Complaint pending during fiscal year where hearing was not requested					
Average number of days in investigation			0	0	0
Average number of days in final action			0	0	0

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



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

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

Findings of Discrimination Rendered by Issue	Comparative Data										
	Previous Fiscal Year Data								2015 Thru 09-30		
					2013		2014		#	%	
	#	%	#	%	#	%	#	%			
<b>Total Number Findings</b>						0	0	0	0	0	0
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
<b>Disciplinary Action</b>											
Demotion						0	0	0	0	0	0
Reprimand						0	0	0	0	0	0
Suspension						0	0	0	0	0	0
Removal						0	0	0	0	0	0
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
<b>Harassment</b>											
Non-Sexual						0	0	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						0	0	0	0	0	0
<b>Reassignment</b>											
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

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data								2015 Thru 09-30	
			2013		2014					
					#	%	#	%	#	%
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
<b>Findings After Hearing</b>					0		0		0	
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	0	0	0
Reprimand					0	0	0	0	0	0
Suspension					0	0	0	0	0	0
Removal					0	0	0	0	0	0
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
Harassment										
Non-Sexual					0	0	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					0	0	0	0	0	0
Reassignment										
Denied			0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data								2015 Thru 09-30	
			2013		2014					
			#	%	#	%	#	%		
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	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		
<b>Findings Without Hearing</b>			0		0		0			
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	0	0	0		
Reprimand			0	0	0	0	0	0		
Suspension			0	0	0	0	0	0		
Removal			0	0	0	0	0	0		
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		
Harassment										
Non-Sexual			0	0	0	0	0	0		
Sexual			0	0	0	0	0	0		

<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>										
	<b>Previous Fiscal Year Data</b>								<b>2015 Thru 09-30</b>		
					<b>2013</b>		<b>2014</b>		<b>#</b>	<b>%</b>	
					<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>			
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
<b>Reassignment</b>											
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	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

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						
	<b>Previous Fiscal Year Data</b>				<b>201 Thru 09-30</b>		
					<b>2013</b>	<b>2014</b>	<b>#</b>
				<b>#</b>	<b>%</b>		
Total complaints from previous Fiscal Years					0	0	0
Total Complainants					0	0	0
<b>Number complaints pending</b>							
Investigation					0	0	0
ROI issued, pending Complainant's action					0	0	0
Hearing					0	0	0
Final Agency Action					0	0	0

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				2015 Thru 09-30
			2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames			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. Due to the recent establishment of the Board, the agency's first refresher training for employees will be held in FY 16.

<b>Delivery of Training</b>	<b>Training Schedule</b>	<b>Training Completion Date</b>
<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>Biennial training will occur in FY16.</p>