

# **Federal Election Commission**



**2020**  
**Notification and Federal Employee**  
**Anti-discrimination and Retaliation Act**  
**(No FEAR Report) to Congress**

## Table of Contents

<b>I.</b>	<b>Executive Summary.....</b>	<b>3</b>
<b>II.</b>	<b>Introduction .....</b>	<b>3</b>
<b>III.</b>	<b>Background .....</b>	<b>3</b>
<b>IV.</b>	<b>Data .....</b>	<b>4</b>
<b>V.</b>	<b>Analysis of Trends, Causal Analysis and Practical Knowledge Gained Through Experience .....</b>	<b>6</b>
<b>VI.</b>	<b>Adjustment to Budget .....</b>	<b>7</b>
<b>VII.</b>	<b>Action Planned or Taken to Improve Complaint or Civil Rights Programs .....</b>	<b>7</b>
	<b>Appendix 1 --- Accomplishments Update</b>	
	<b>Appendix 2 --- Data Posted Pursuant to the No FEAR Act</b>	
	<b>Appendix 3 --- The Agency’s Equal Employment Opportunity (EEO) Policy Statement</b>	
	<b>Appendix 4--- FY 2020 Internal Competitive Promotions Data</b>	
	<b>Appendix 5--- FY 2020 New Hire Data</b>	

## **I. Executive Summary**

The Federal Election Commission (FEC or Commission) was established by Congress in 1975 as an independent regulatory agency responsible for administering and enforcing the Federal Election Campaign Act (FECA). Under the authority of this statute, which governs the financing of federal elections, the FEC is responsible for ensuring: “The disclosure of campaign finance information, enforcement of provisions of the FECA such as limits and prohibitions on campaign contributions, and monitoring public funding of Presidential elections.”

The Commission is made up of six members, who are appointed by the President and confirmed by the Senate. Each member serves a six-year term and two seats are subject to appointment every two years. By law, no more than three Commissioners can be members of the same political party, and at least four votes are required for any official Commission action. This structure was created to encourage nonpartisan decisions. The Chair of the Commission is a rotating position, filled through election by the Commission members each year.

During fiscal year (FY) 2020, the FEC had no cases that resulted in a judgment, award or compromised settlement. There was one (1) equal employment opportunity (EEO) administrative complaint filed against the FEC during FY 2020. There were no civil actions against the FEC for bases or issues covered under the anti-discrimination statutes or the Whistleblower Protection laws. There was no reimbursement to the Judgment Fund and zero (0) disciplinary actions against any FEC employee for violations of the Anti-discrimination and/or Whistleblower Protection laws.

## **II. Introduction**

The FEC is providing this Annual Report to Congress as required by Section 203 of the Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174.

The No FEAR Act requires Federal agencies to submit annual reports to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Attorney General, the U.S. Office of Personnel Management and the Equal Employment Opportunity Commission. This report is submitted by the FEC to satisfy this reporting requirement.

## **III. Background**

The No FEAR Act was signed into law by President George W. Bush on May 15, 2002 and became effective on October 1, 2003. The Act requires Federal agencies to be accountable for violations of anti-discrimination and whistleblower protection laws and to post certain statistical data relating to Federal sector EEO complaints filed with the agency.

Section 203 of the No FEAR Act requires that each Federal agency submit an Annual Report to Congress not later than 180 days after the end of each fiscal year. Agencies must report on:

- the number of Federal district court cases arising under each of the respective areas of law specified in the Act in which discrimination was alleged,
- the status or disposition of cases,
- the amount of money required to be reimbursed,
- the number of employees disciplined,
- any policies implemented related to appropriate disciplinary actions against a Federal employee who discriminated against an individual, or committed a prohibited personnel practice, and
- an analysis of the data collected with respect to trends and causal analysis.

The President delegated responsibility to the U.S. Office of Personnel Management (OPM) for the issuance of regulations governing implementation of Title II of the No FEAR Act. OPM published final regulations on May 10, 2006 concerning the reimbursement provisions of the Act and on July 29, 2006, published final regulations to carry out the notification and training requirements of the Act. OPM also issued proposed regulations to implement the reporting and best practices provisions of the No FEAR Act on January 25, 2006. The FEC has prepared this Report based on § 203 of the No FEAR Act along with the proposed and final regulations issued by OPM.

#### **IV. Data**

During (FY) 2020, the FEC had no cases that resulted in a judgment, award or compromised settlement but there was one (1) administrative complaint filed against the agency. Among administrative cases filed to date, none have resulted in a finding of discrimination. Zero (0) employees were disciplined for discrimination, retaliation, harassment or other infractions or provisions of law cited in Section 201(c) of the No FEAR Act.

##### Civil Cases

Section 203(a)(1) of the No FEAR Act requires that agencies include in their Annual Report to Congress “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 such agency was alleged.” Section 724.302 of the Code of Federal Regulations (effective February 26, 2007) clarifies section 203(a)(1) of the No FEAR Act, stating that the agencies report on the “number of cases in Federal Court pending or resolved ... arising under each of the respective provisions of the Federal anti-discrimination laws and whistleblower protection laws.” The FEC reports that during FY 2020, there were zero (0) Federal district court discrimination cases resulting in a payment from the Judgment Fund. Subsequently, there were no district court cases for which the Judgment Fund paid monies on behalf of the FEC for retaliation under the Whistleblower Protection Act.

##### Reimbursement to the Judgment Fund

OPM published interim final regulations in the Federal Register on January 22, 2004, and final regulations on May 10, 2006, to clarify the agency’s reimbursement provision of Title II of the

No FEAR Act. These regulations, among other things, state that the Financial Management Service (FMS), U.S. Department of the Treasury, will provide notice to an agency's Chief Financial Officer within 15 business days after payment from the Judgment Fund. The agency is required to reimburse the Judgment Fund within 45 business days after receiving the notice from the FMS or must contact the FMS to make arrangements in writing for reimbursement.

As indicated, the FEC had no civil action resulting from a reportable statute that resulted in payment which is required to be reimbursed to the Treasury Judgment Fund for monies owed to the Judgment Fund for judgments, awards and/or compromised settlements for FY 2020.

### Disciplinary Actions

Section 203(a)(4) of the No FEAR Act requires that agencies include in the Annual Report to Congress "the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1)." Section 203(a)(1) requires that agencies report "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 such agency was alleged." 5 C.F.R. § 724.302 (effective February 26, 2007) provides that these cases refer to the number of discrimination cases for which the Judgment Fund paid on behalf of the agency. The proposed regulations also define disciplinary actions to include any one or a combination of the following actions: reprimands, suspensions without pay, reduction in grade or pay, or removal. (See 5 C.F.R. § 724.102)

The FEC had zero (0) disciplinary actions arising from a Federal district court discrimination case during FY 2020.

### Final Year-End Data Posted Under Section 301(c)(1)(B)

**Appendix 2** contains the FY 2020 final year-end data posted pursuant to Section 301(c)(1)(B) of the No FEAR Act.<sup>1</sup> The final year-end data indicates that during FY 2020, there was one (1) complaint of discrimination.

### Policy Description on Disciplinary Actions

Sections 203 (a)(6) of the No FEAR Act requires that agencies include in their Annual Reports to Congress a detailed description of the policy implemented by the agency relating to disciplinary actions imposed against a Federal employee who discriminated against any individual in violation of any of the laws cited under section 201 (a)(1) or (2), or committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under the section 201 (a)(1) or (2). Further, the Act requires that with respect to each such law, the Federal agency report on the number of employees who were disciplined in accordance with such policy and the specific nature of the disciplinary action taken.

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<sup>1</sup> This includes data for each of the five (5) immediately preceding fiscal years.

The FEC does not have a table of penalties for disciplinary actions. When disciplinary action is taken against an employee, the proposed penalty is based on an assessment of the reasonableness of that penalty in view of other actions that have previously been taken with respect to similarly situated employees. The agency does not have a disciplinary policy that specifically addresses employees found to have committed discrimination. The agency's general policy for taking disciplinary actions with respect to any non-bargaining unit employee is set forth in Personnel Instruction 752.1. (progressive discipline). During 2020, the FEC Chair issued the agency's EEO Policy Statement (**See Appendix 3**), as she/he does annually, which communicates the agency's commitment for equal employment opportunity and a workplace free of discriminatory harassment for all employees and applicants for employment.

## **V. Analysis of Trends, Causal Analysis and Practical Knowledge Gained Through Experience**

Section 203(a)(7) of the No FEAR Act requires that agencies undertake an examination of trends, causal analysis and practical knowledge gained through experience, as well as any actions planned or taken to improve complaint or civil rights programs for the agency. The FEC has examined its complaint statistics contained in the information reported to EEOC. The FEC had zero (0) Federal district court cases resulting in judgments, awards or compromised settlements paid by the Judgment Fund.

### **A. Trend Analysis**

During FY 2020, the number of employees filing EEO complaints was one (1) which is up from the previous fiscal year FY-2019 where we had zero (0) complaints. During FY-2018 and FY-2017 the FEC had one (1) complaint filed against the agency in each of those previous years. The FEC had zero (0) findings of violations of the anti-discrimination or whistleblower protection laws. No employees were disciplined for discrimination, retaliation, harassment, or any provision of law referred to in the No FEAR Act.

### **B. Causal Analysis**

The Office of Equal Employment Opportunity is continuing to conduct a causal analysis of the deficiency of diversity within certain Race/National Origin (RNO) categories (more specifically the lack of diversity represented within the GS-15 and Senior level staff positions); Over the past year the FEC has made improvements concerning the number of minority applicants selected for internal competitive promotions at the GS-15 and Senior level. The total number of internal competitive promotions at the agency equaled five (5) internal promotions for FY 2020 at the GS-15 and Senior level; 40% or two (2) selections were White applicants, 40% or two (2) selections were African American applicants, and 20% or one (1) selection was an Asian applicant. There were zero (0) minority employees selected for an internal promotion at the Senior level during FY 2020. (**See Appendix 4**)

With regards to permanent new hires in FY 2020 the agency brought on-board a total of twenty four (24) permanent new employees: 67% or sixteen (16) represented White applicants, 25% or

six (6) represented African American applicants, and 8% or two (2) represented Asian applicants. **(See Appendix 5)**

The FEC EEO Office is currently undergoing an in-depth barrier analysis for the FEC Annual EEO Management Directive 715 (MD-715) report. The MD-715 report is mandated by all federal agencies to ensure that all employees and applicants for employment enjoy equality of opportunity in the federal workplace regardless of race, sex, national origin, color, religion, age, genetic information, disability or reprisal for engaging in prior protected activity. Some of the current barriers for advancement within the agency appear to be:

- a lack of a cohesive agency-wide recruitment plan that targets minority applicants,
- the lack of a formalized mentorship program throughout the agency which will identify talented minority employees for senior level positions,
- the lack of equity in training and development opportunities for staff and
- outdated agency policies and procedures, particularly in details/internal promotions not to exceed 120 days.

Regarding the last bullet, it should be noted that the Office of Human Resources has been working with OPM to update policies and will be circulating them for Commission approval in the near future. Additionally, the EEO Office will work in collaboration with the newly created Diversity, Equity and Inclusion (DEI) Council and senior management officials to identify and evaluate workplace policies, procedures or practices that are contributing to the lack of diversity at the GS-15 and Senior levels of the agency so that they can be addressed and/or eliminated. The DEI Council was created by staff to provide advice and recommendations to all levels of agency leadership, raise significant issues affecting staff such as internal promotions, hiring, awards/recognition, training and compensation, and influence DEI decisions with senior-level management officials and communicate these issues and decisions to the agency.

The EEO Office plans to continue to monitor agency provided data annually, make appropriate recommendations to FEC management and collaborate on solutions so that these and any other triggers which are found to exist can be addressed before they become barriers to employment opportunities.

### C. Practical Knowledge Gained Through Experience

See Part VII for the specific actions the FEC has planned or taken to improve the EEO complaints process. The FEC is committed to ensuring compliance with our nation's EEO and Civil Rights laws and maintaining a work environment where discrimination, retaliation and harassment are not tolerated.

## **VI. Adjustment to Budget**

Section 203(a)(8) of the No FEAR Act requires that agencies include in their Annual Report to Congress information about "any adjustment (to the extent the adjustment can be ascertained in the budget of the agency) to comply with the requirements under Section 201." The FEC did not make such an adjustment.

## **VII. Actions Planned or Taken to Improve Complaint and Civil Rights Programs**

The EEO Office plans to take or has taken the following actions:

- 1.** Continue to provide Diversity and Inclusion training workshops for FEC management and staff (and encourage agency-wide collaboration in training efforts) to increase employee engagement and morale.
- 2.** Utilize the Computer Accommodation Program (CAP) as appropriate to ensure that employees with disabling conditions enjoy all benefits of employment.
- 3.** Work in collaboration with the Diversity, Equity and Inclusion Council and agency management to implement President Biden's Executive Order 13985 regarding racial equity in the federal government.
- 4.** Collaborate with the Office of Human Resources to expand agency outreach and recruitment efforts, to reach qualified applicants from the agency's underrepresented groups--most urgently, Hispanics/Latinos, American Indians and Individuals with Disabilities and Targeted Disabilities.
- 5.** Continue to collaborate with the Staff Director, Chief Human Capital Officer and HR Director regarding the findings from our barrier analysis - and ultimately elevate that conversation to a senior management briefing that identifies root causes which need to be addressed by the agency to improve the recruitment, retention and career advancement of minorities employed at the FEC.
- 6.** Increase collaborative efforts with agency senior managers to identify triggers/barriers that may be impeding the realization of equal employment opportunity and develop and implement appropriate action plans to eliminate barriers and ensure that actions plans are successfully implemented.



# APPENDIX 1

## (Appendix 1)

### **Notification and Federal Employee Anti-discrimination and Retaliation (No FEAR) Act**

#### **Accomplishments Update**

This Appendix highlights the FEC's accomplishments in implementing the No FEAR Act (also referred to as "the Act") during Fiscal Year (FY) 2020. The FEC has pursued the requirements of this important legislation as indicated in the actions highlighted below.

1. Continue to educate staff and management about the Reasonable Accommodation Program and granted numerous accommodations to staff who made requests via the interactive process.
2. The FEC provided interpretive services (sign language) to employees with targeted disabilities.
3. In an effort to improve communication and transparency among agency leadership and staff and to encourage better employee engagement of all staff, FEC Senior Management agreed to and supported the establishment of two entities:
  - a. **The Engagement Steering Committee (ESC)** –the ESC Committee is committed to improving the agency work environment/culture and the relationships between agency management and employees.
  - b. **The Diversity, Equity and Inclusion (DEI) Council** – the DEI Council is focused on creating a more inclusive work environment and ensuring equitable outcomes are achievable for all employees.
4. Highlighted Special Emphasis Months with articles and current events for staff to participate during- African American Heritage Month (February), Women's History Month (March), Asian American Heritage Month (May), Hispanic Heritage Month (September/October) and American Indian Heritage Month (November).
5. The EEO office hosted an agency wide conversation/training on race relations & systemic barriers that exist at the FEC after the murder of George Floyd.

# APPENDIX 2

(Appendix 2)

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

**FEC No FEAR 2020 FY Totals**

Number of	2020 FY Totals
Complaints	1
Filers	1
Repeat Filers	0

Bases	2020 FY Totals
Sex	0
Age	0
Race	1
Color	0
Disability	0
National Origin	0
Religion	0
Reprisal	1

Issues (Claims)	2020 FY Totals
Appointment/Hire	0
Assignment of Duties	0
Awards	0
Conversion to Full Time	0
Disciplinary Action	0
1. Demotion	0
2. Reprimand	0
3. Suspension	0
4. Removal	0
Duty Hours	0
Evaluation/Appraisal	0
Examination/Test	0
Harassment/Sexual Harassment	0
Harassment/Non- Sexual	0

Medical Exam	0
Pay (including overtime)	0
Promotion/Non-Selection	1
Reassignment	0
1. Denied	0
2. Directed	0
Reasonable Accommodation	0
Reinstatement	0
Retirement	0
Termination	0
Terms/Conditions of Employment	0
Time and Attendance	0
Training	0
Other	0

Processing Time (Days)	2020 FY Totals
Investigations	0
Final Agency Decision	0
All	0
With Hearing	0
Without Hearing	0

Dismissals	2020 FY Totals
Number of Dismissals	1
Days pending prior to Dismissal	39

Findings of Discrimination	2020 FY Totals
All	0
With Hearing	0
Without Hearing	0

Bases- Findings of Discrimination	2020 FY Totals
Sex	0
Age	0
Race	0
Color	0
Disability	0
National Origin	0
Religion	0
Reprisal	0

Bases-Findings of Discrimination- Without Hearing	2020 FY Totals
Sex	0
Age	0
Race	0
Color	0
Disability	0
National Origin	0
Religion	0
Reprisal	0

Issues Findings of Discrimination	2020 FY Totals
Appointment/Hire	0
Assignment of Duties	0
Awards	0
Conversion to Fulltime	0
Disciplinary Action	0
1. Demotion	0
2. Reprimand	0
3. Suspension	0
4. Removal	0
Duty Hours	0
Harassment/ Sexual	0

Harassment/Non-Sexual	0
Evaluation/Appraisal	0
Examination/Test	0
Medical Exam	0
Pay, Including Overtime	0
Promotion/Non-Selection	0
Reassignment	0
1. Denied	0
2. Directed	0
Reasonable Accommodation	0
Reinstatement	0
Retirement	0
Termination	0
Terms/Conditions of Employment	0
Time and Attendance	0
Training	0
Other	0

Findings of Discrimination-Without Hearing	2020 FY Totals
Appointment/Hire	0
Assignment of Duties	0
Awards	0
Conversion to Fulltime	0
Disciplinary Action	0
1. Demotion	0
2. Reprimand	0
3. Suspension	0
4. Removal	0
Evaluation/Appraisal	0
Examination/Appraisal	0
Harassment/Sexual	0
Harassment/Non-Sexual	0
Medical Exam	0
Pay including overtime	0

Promotion/Non Selection	0
Reassignment	0
1. Denied	0
2. Directed	0
Reasonable Accommodation	0
Reinstatement	0
Retirement	0
Terms/Conditions of Employment	0
Time and Attendance	0
Training	0
Other	0

Issue-Findings of Discrimination – With Hearing	2020 FY Totals
Appointment/Hire	0
Assignment of Duties	0
Awards	0
Conversion to Fulltime	0
Disciplinary Action	0
1. Demotion	0
2. Reprimand	0
3. Suspension	0
4. Removal	0
Duty Hours	0
Evaluation/Appraisal	0
Examination/Test	0
Harassment/Sexual	0
Harassment/Non-Sexual	0
Non-Sexual	0
Medical Examination	0
Pay, Including Overtime	0
Promotion/Non-Selection	0
Reassignment	0
1. Denied	0
2. Directed	0



Reasonable Accommodation	0
Reinstatement	0
Retirement	0
Termination	0
Terms/Conditions of Employment	0
Time and Attendance	0
Training	0
Other	0

## Data Posted Pursuant to the No Fear Act Federal Election Commission

29 CFR 1614.704(a) - (c)		29 CFR 1614.705 Comparative Data Previous Fiscal Year Data									
Complaint Activity	1st QTR FY 2021	2020	2019	2018	2017	2016					
Number of Complaints Filed in FY 1614.704(a)	0	1	0	1	1	1					
Number of Complainants 1614.704(b)	0	1	0	1	1	1					
Repeat Filers 1614.704(c)	0	0	0	0	0	0					

29 CFR 1614.704(d)		29 CFR 1614.705 Comparative Data Previous Fiscal Year Data									
Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	1st QTR FY 2021	2020	2019	2018	2017	2016					
Race	0	1	0	0	1	1					
Color	0	0	0	0	1	0					
Religion	0	0	0	0	0	0					
National Origin	0	0	0	0	0	0					
Sex (including complaints filed under Equal Pay Act)	0	1	0	0	0	0					
Disability	0	0	0	1	0	0					
Age	0	0	0	0	0	0					
Reprisal	0	1	0	1	1	1					
Other	0	0	0	0	0	0					

29 CFR 1614.704(e)		29 CFR 1614.705 Comparative Data Previous Fiscal Year Data									
Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	1st QTR FY 2021	2020	2019	2018	2017	2016					
Appointment/Hire	0	0	0	0	0	0					

## Data Posted Pursuant to the No Fear Act Federal Election Commission

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	1	1	1						
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	1	0	0	0	0						
Denied	0	0	0	0	0	0						
Directed	0	0	0	0	0	0						
Reasonable Accommodation	0	0	0	1	1	1						
Reinstatement	0	0	0	0	0	0						
Retirement	0	0	0	0	0	0						
Termination	0	0	0	1	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						









# APPENDIX 3





CHAIR JAMES E. "TREY" TRAINOR III  
FEDERAL ELECTION COMMISSION  
WASHINGTON, D. C. 20463

**2020 Federal Election Commission Policy Statement on  
Non-Discrimination and Equal Employment Opportunity**

The Federal Election Commission (FEC) employees and applicants for employment are protected by federal laws, Presidential Executive Orders, and state and local laws that bar discrimination on the bases of age (over 40), color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion and reprisal. These protections extend to all personnel/employment programs, management practices and decisions, including, but not limited to, recruitment and hiring practices, merit promotions, transfers, reassignments, training and career development, benefits and separations. Additional information may be found here: <https://www.eec.gov/federal/otherprotections.cfm>.

The Commission is firmly committed to ensuring compliance with our nation's EEO and civil rights laws and maintaining a work environment where discrimination, retaliation, and harassment are not tolerated. Further, the Commission will act to correct any harassing conduct before it becomes severe or pervasive. Managers and supervisors will be held accountable for identifying and correcting discriminatory policies, practices and behaviors and for taking prompt and appropriate action to ensure that the work environment remains free of unlawful discrimination, intimidation, reprisals and harassment.

In order to enforce these protections, as well as ensure that all employees will have the freedom to compete on a fair and level playing field, all FEC employees and applicants are expected – and encouraged – to promptly bring any concerns about discrimination, in any form, to the attention of management. Anyone who believes that she or he has been subjected to discrimination or retaliation should contact the FEC's Office of Equal Employment Opportunity at (202) 694-1228 (or at [eeo@fec.gov](mailto:eeo@fec.gov)) within 45 calendar days of the alleged discriminatory action (or in the case of a personnel action, within 45 calendar days of the effective date of the action). Employees may also wish to contact the Office of Special Counsel at (202) 254-3600 or the Merit Systems Protection Board at (202) 653-7200, as appropriate. Additionally, job applicants should visit the Office of Equal Employment Opportunity's page on the FEC's external website, under the "Career" link.

Further, anyone who files a complaint or participates in an investigation of an EEO complaint, or who opposes an employment practice made illegal under the statutes enforced by the Equal Employment Opportunity Commission (EEOC), is protected from reprisal or retaliation. Such acts against an employee who engages in protected activity, whistleblowing, or the exercise of any appeal or grievance right provided by law, will not be tolerated in our workplace – and the agency supports the rights of all employees to exercise their rights under the civil rights statutes. If any staff member feels that communication of any concerns to his or her immediate supervisor could possibly bring retaliation or negative consequences, the concerned staff member should contact another manager in his or her supervisory chain, an EEO Counselor or the EEO Director, the Inspector General (IG), or make a report through the FEC OIG Hotline Portal.

A handwritten signature in black ink that reads "J.E. Trainor, III".

James E. "Trey" Trainor III, Chair

November 11, 2020

# APPENDIX 4

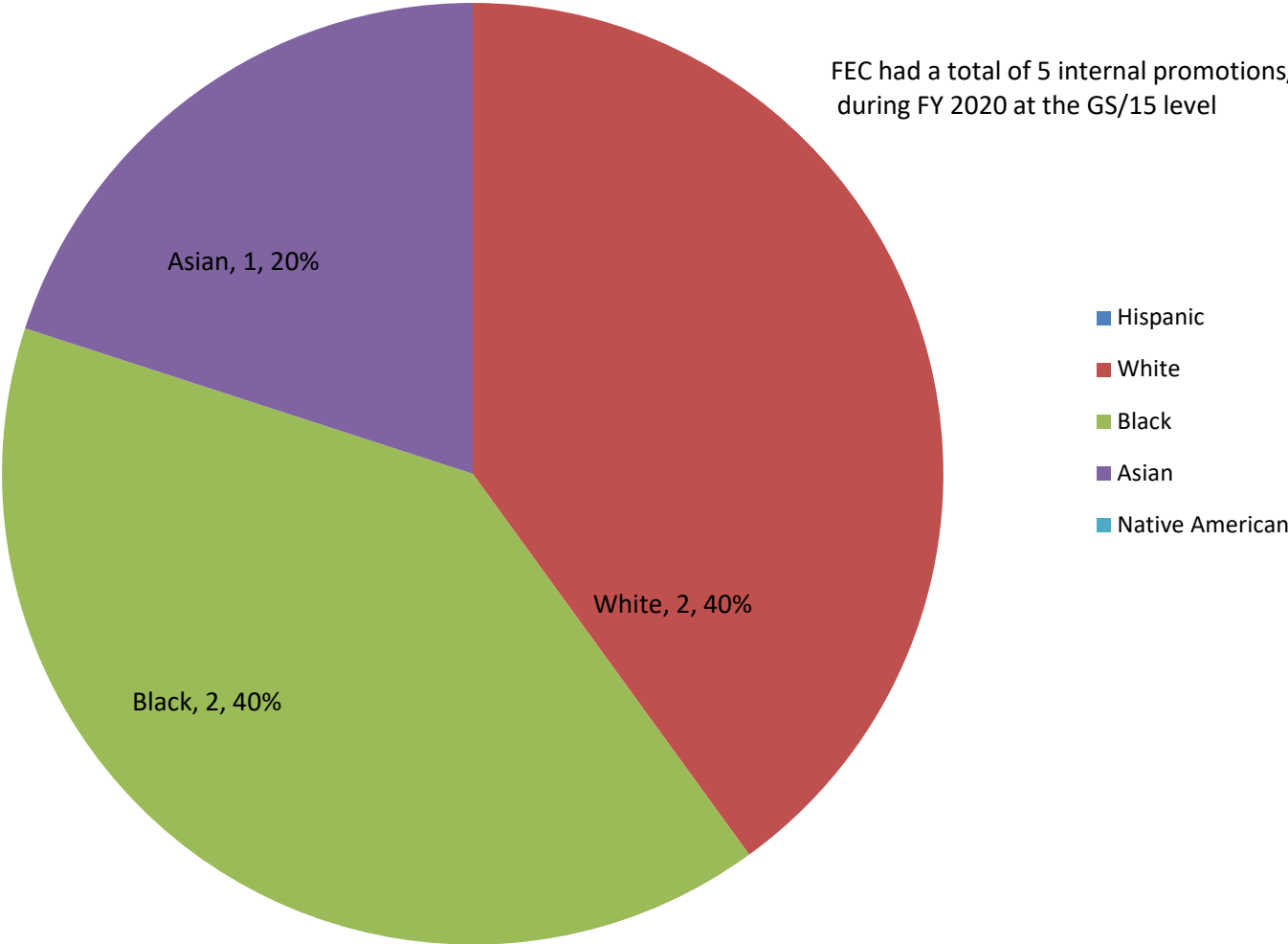
**Table A11: Internal Selections for Senior Level Positions (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity and Sex**

	Total Workforce Permanent			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Job Series/Grade(s) of Vacancy: GS-13</b>																	
Total Applications Received	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Qualified	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Selected	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	100%	75.00%	25.00%	0%	0%	75.00%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Job Series/Grade(s) of Vacancy: GS-14</b>																	
Total Applications Received	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Qualified	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Selected	10	6	4	0	0	2	3	3	1	1	0	0	0	0	0	0	0
Relevant Applicant Pool	100%	60.00%	40.00%	0%	0%	20.00%	30.00%	30.00%	10.00%	10.00%	0%	0%	0%	0%	0%	0%	0%
<b>Job Series/Grade(s) of Vacancy: GS-15</b>																	
Total Applications Received	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Qualified	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Selected	5	2	3	0	0	1	1	1	1	0	1	0	0	0	0	0	0
Relevant Applicant Pool	100%	40.00%	60.00%	0%	0%	20.00%	20.00%	20.00%	20.00%	0%	20.00%	0%	0%	0%	0%	0%	0%
<b>Job Series/Grade(s) of Vacancy: SES</b>																	
Total Applications Received	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Qualified	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Selected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

### FEC Internal Promotions/Selections at the GS/15 level- FY 2020

FEC had a total of 5 internal promotions/selections during FY 2020 at the GS/15 level



# APPENDIX 5

**Table A8: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex**

Type of Appointment	Total Workforce All			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	24	11	13	0	0	9	7	1	5	1	1	0	0	0	0	0	0
	100%	45.83%	54.17%	0%	0%	37.50%	29.17%	4.17%	20.83%	4.17%	4.17%	0%	0%	0%	0%	0%	0%
Temporary	9	6	3	0	0	6	3	0	0	0	0	0	0	0	0	0	0
	100%	66.67%	33.33%	0%	0%	66.67%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Non-Appropriated	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLF (2010)	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

### FEC Permanent New Hires in FY 2020

FEC had a total of 24 new hires during FY 2020

