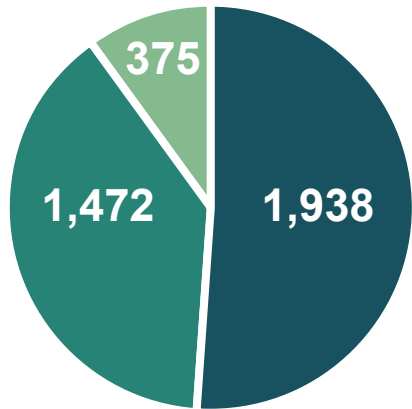


FY 2016 Closures



OFO resolved 3,751 appeals in FY 2016

52% were procedural decisions

39% were decisions based on the merits

9% were administrative closures



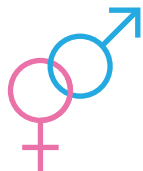
Findings of Discrimination

There were 111 federal appellate findings of discrimination, making up 8% of all OFO decisions on the merits



Composition of Findings by Basis:

Disability	48%
Reprisal	36%
Sex	17%
Age	8%
Race	8%
Nat. Origin	5%
Color	2%
Religion	1%



Findings of Discrimination by Issue:

Harassment	30%
Disability Accommodation	28%
Promotion	14%
Confidentiality Breached	5%
Evaluation / Appraisal	5%
Wages	4%
Suspension	3%
Assignments	3%
Hiring	2%
Awards	2%
Time and Attendance	2%

