

Equal Employment Opportunity Data Pursuant to the No Fear Act

For 4th Quarter 2023 for period ending September 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023
	2018	2019	2020	2021	2022	
Number of Complaints Filed	93	86	62	44	57	64
Number of Complainants	90	82	60	42	56	62
Repeat Filers	3	4	2	2	1	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	50	49	26	19	16	32
Color	28	19	15	12	13	10
Religion	10	8	3	1	6	1
Reprisal	44	47	40	33	33	34
Sex	46	40	25	16	22	26
PDA	0	0	0	0	0	0
National Origin	17	16	6	2	8	6
Equal Pay Act	5	5	3	0	0	1
Age	31	33	23	12	20	28
Disability	38	45	32	19	29	36
Genetics	0	2	2	0	0	4
Non-EEO	0	0	0	0	1	3

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.	2018	2019	2020	2021	2022	
Appointment/Hire	3	6	4	1	4	8
Assignment of Duties*	0	0	0	0	0	0
Awards	1	3	2	3	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	1	1
Reprimand**	0	0	0	0	0	0
Suspension	4	2	3	1	2	0
Removal	2	2	0	1	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	8	10	11	8	8	5
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	6	19	19	13	9	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	51	56	36	25	25	21
Sexual	3	1	0	0	1	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	5	1	1	0	0

Promotion/Non-Selection	17	14	16	13	10	13
Reassignment						
Denied	4	0	3	1	1	1
Directed	2	7	3	1	1	3
Reasonable Accommodation Disability	18	19	18	7	10	10
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	1	0	0	2	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	1	1	0	0	1	0
Telework	4	13	6	0	1	1
Termination	5	2	1	3	5	10
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	7	15	10	2	5	1
Training	4	9	7	3	1	2
Other Terms/Conditions of Employment*	18	22	15	11	14	18
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023
Complaints pending during fiscal year						
Average number of days in investigation	278.24	299.59	229.53	256.65	250.42	245.11
Average number of days in final action	46.96	31.51	42.49	38.66	39.64	73.02

Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	286.03	322.89	235.35	263.04	255.04	244.25						
Average number of days in final action	48.58	19.55	30.15	23.72	26.76	12.20						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	210.31	253.95	219.31	236.00	238.36	245.36						
Average number of days in final action	46.56	77.22	65.05	0	246.00	215.45						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2023	
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022		
Total Complaints Dismissed by Agency	18	8	17	6	7	16						
Average days pending prior to dismissal	261.83	40.13	493.12	201.17	542.71	161.13						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	6	9	8	13	5	14						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023	
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		2		1	
Without Hearing	1	50	0	0	0	0	0	0	0	0	0	0
With Hearing	1	50	2	100	1	100	0	0	2	100	1	100

National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment. are reported under Other Disciplinary Actions.**

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data											2023
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		2		1	

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data											
	2018	2019	2020	2021	2022	2023						
Total complaints from previous Fiscal Years	97	98	72	54	39	18						
Total Complainants	95	94	69	48	36	18						
Number complaints pending												
Investigation	2	1	2	0	0	0						

ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	93	86	66	48	28	14
Final Agency Action	3	9	5	3	9	3
Appeal with EEOC Office of Federal Operations	119	128	136	144	154	162
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	4	0	1	1