Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

Permanent (includes sub-level offices)

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

	Comparative Data											
Part 1 Complaint Activity		Pre	evious Fiscal Year D	lata		2022 Thru 00 20						
			2021	2022	2023 Thru 09-30							
Number of Complaints Filed	65	64	54	42	87	67						
Number of Complainants	61	61	54	41	85	64						
Repeat Filers	4	3	2	3								

Dort 2 Compleinte by Decie		Comparative Data												
Part 2 Complaints by Basis		Pr	evious Fiscal Year	Data		2022 Thru								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	- 2023 Thru 09-30								
Race	24	24	18	15	26	23								
Color	11	17	14	7	18	16								
Religion	8	10	7	1	31	9								
Reprisal	43	40	29	20	63	41								
Sex	23	25	17	15	18	17								
PDA	0	0	0	1	1	1								
National Origin	9	8	7	2	6	6								
Equal Pay Act	0	0	0	0	0	1								
Age	19	25	16	18	34	23								
Disability	39	31	24	18	44	32								
Genetics	0	0	0	0	2	0								
Non-EEO	2	1	3	0	1	0								

Part 3 Complaints By Issue			Compar	ative Data		
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. The reporting of Reassignment Claims has been changed from two separate Denied and			2023 Thru 09-30			
Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2018	2019	2020	2021	2022	_
Appointment/Hire	8	4	3	3	4	3
Assignment of Duties*	20	20	23	11	0	0
Awards	1	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	4	0	1	0
Reprimand**	2	2	3	1	0	0
Suspension	5	0	0	1	10	2
Removal	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	8	4
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	17	13	8	8	12	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	41	28	34	15	50	36
Sexual	1	1	1	1	0	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	5	2	3	5
Promotion/Non-Selection	7	6	5	10	6	7
Reassignment			1		1	1
Reassignment: Denied/Directed	1	1	0	0	2	0
Directed	2	0	1	0	2	0
Reasonable Accommodation Disability	16	9	8	6	10	9
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	5	1
Retirement*	0	2	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	0	4	1	4	2
Termination	12	29	18	10	22	11
Terms/Conditions of Employment*	13	16	13	10	0	0
Time and Attendance	13	7	11	7	9	7
Training	3	3	5	2	4	7
Other Terms/Conditions of Employment*	0	0	0	0	45	28
User Defined - Other 1*	1	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

		Comparative Data									
Part 4 Processing Time		Pre	evious Fiscal Year D	Data		2022 Thru 00 20					
	2018	2019	2020	2021	2022	— 2023 Thru 09-30					
Complaints pending during fiscal year											
Average number of days in investigation	171.25	211.9	205.2	206.9	176.94	206.79					
Average number of days in final action	12	22.11	18.95	23.76	16.05	18.37					
Complaints pending during fiscal year where h	earing was requested										
Average number of days in investigation	182.91	218.76	212.96	217.68	233.31	214.31					
Average number of days in final action	6.67	11.62	7.81	20.62	13.5	8.83					
Complaints pending during fiscal year where h	earing was not request	ted									
Average number of days in investigation	151.82	205.25	197.32	186.47	178.25	205.15					
Average number of days in final action	26.88	36.67	29.82	33.5	22.42	29.36					

		Comparative Data											
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Yea	r Data									
	2018	2019	2020	2021	2022	2023 Thru 09-30							
Part 5 Complaints Dismissed by Agency	0	0	7	2	5	5							
Average days pending prior to dismissal	0	0	68.14	30	32.57	16.60							
	Complaints Withd	rawn by Complai	inants										
Total Complaints Withdrawn by Complainants	6	4	6	2	6	4							

	Comparative Data												
Dart & Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				2023 Thru		
Part 6 Total Final Agency Actions Finding Discrimination)18	20)19	20)20	20)21	20)22	09	9-30	
		%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		1		2		2		
Without Hearing	0	0	0	0	0	0	1	100	0	0	2	100	
With Hearing	0	0	0	0	0	0	0	0	2	100	0	0	

Part 7 Finding of Discrimination Rendered by						Compara	ative Data						
Basis				Pre	vious Fis	cal Year D	Data				2023	3 Thru	
Note: Complaints can be filed alleging multiple	20	2018		2019		2020		2021)22	09	09-30	
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		1		2		2		
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Reprisal	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	1	50.00	
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Disability	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	2	100.00	
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	

Findings After Hearing	0		0		0		0		2		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		0		0		1		0		2	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	1	50.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

	Comparative Data Previous Fiscal Year Data												
Part 8 Finding of Discrimination Rendered by Issue				Previo	us Fis	cal Yea	ar Data	1			2023	Thru 09-	
Fait o Finding of Discrimination Rendered by issue	20)18	20	19	20	20	20	21	20	22		30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		1		2		2		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action			-						-	-			
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0	
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0	
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	1	50	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment											1		
Sexual	0	0	0	0	0	0	0	0	1	50	0	0	
Non-Sexual	0	0	0	0	0	0	1	100	2	100	1	50	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	50	0	0	
Reassignment								•			1		
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	0	
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	2	100	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	2	100	0	0	
Training	0	0	0	0	0	0	0	0	1	50	0	0	
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	50	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	

Findings After Hearing	0		0		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment				8								
Sexual	0	0	0	0	0	0	0	0	1	50	0	0
Non-Sexual	0	0	0	0	0	0	0	0	2	100	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	50	0	0
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	2	100	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	2	100	0	0
Training	0	0	0	0	0	0	0	0	1	50	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	50	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

Findings Without Hearing	0		0		0		1		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action				1								•
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment					•							
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	1	100	0	0	1	50
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment			•		•						•	
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data								
		2023 Thru							
	2018	2019	2020	2021	2021 2022 09-30	09-30			
Total complaints from previous Fiscal Years	71	66	70	63	51	61			
Total Complainants	67	61	64	58	48	57			
Number complaints pending									
Investigation	1	2	1	0	0	0			
ROI issued, pending Complainant's action	0	0	0	0	0	21			
Hearing	69	62	66	59	42	29			
Final Agency Action	1	3	1	2	0	7			
Appeal with EEOC Office of Federal Operations	1	1	1	1	20	16			

Part 10 Complaint Investigations		Comparative Data						
		Previous Fiscal Year Data						
	2018	2019	2020	2021	2022	09-30		
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	2	0	0	0		