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

Decennial (includes sub-level offices)

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

	2018 2019 2020							
Part 1 Complaint Activity		Previous Fiscal Year Data						
	2018	2019	2020	2021	2022	2023 Thru 09-30		
Number of Complaints Filed	6	53	386	274	19	1		
Number of Complainants	6	51	385	274	16	1		
Repeat Filers	0	2	1	0	2	0		

Dort 2 Complaints by Dosis			Compara	ative Data		
Part 2 Complaints by Basis		Pre	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	2	21	161	103	10	1
Color	0	0 9 45		53	2	0
Religion	1	7			0	0
Reprisal	2	23	167	134	12	1
Sex	2	20	125	91	6	0
PDA	0	0	5	5	0	0
National Origin	2	6	47	32	1	0
Equal Pay Act	0	0	0	1	0	0
Age	5	22	125	91	3	0
Disability	2	23	128	89	4	0
Genetics	0	0	2	1	0	0
Non-EEO	1	2	20	14	3	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.		Previo	us Fiscal Yea	ar Data		2023 Thru 09-30
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		T	I	Ι	Ι	
FY2023.	2018	2019	2020	2021	2022	
Appointment/Hire	3	6	32	18	4	0
Assignment of Duties*	1	6	67	54	0	0
Awards	0	0	0	3	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action			T	1	1	T
Demotion	0	1	9	5	0	0
Reprimand**	0	3	13	8	0	0
Suspension	0	0	2	1	0	0
Removal	0	0	2	0	0	0
Other Disciplinary Actions**	0	0	0	0	1	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	4	1	0	0
Perf. Eval./ Appraisal	2	4	6	5	3	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	27	204	173	6	0
Sexual	0	3	9	13	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	4	27	42	2	0
Promotion/Non-Selection	0	6	23	16	2	0
Reassignment						
Reassignment: Denied/Directed	0	0	8	6	0	0
Directed	0	0	4	7	0	0
Reasonable Accommodation Disability	1	4	30	39	2	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	1	0	0	0
Telework	0	0	3	4	1	0
Termination	3	28	230	165	5	1
Terms/Conditions of Employment*	3	14	54	39	0	0
Time and Attendance	0	5	24	25	2	0
Training	0	2	27	25	0	0
Other Terms/Conditions of Employment*	0	0	0	0	3	0
User Defined - Other 1*	0	0	1	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

			Compar	ative Data		
Part 4 Processing Time		Pre	evious Fiscal Year D	ata		2022 Thru 00 20
	2018	2019	2020	2021	2022	2023 Thru 09-30
Complaints pending during fiscal year						
Average number of days in investigation	225	203.25	207.65	262.72	404.26	0.00
Average number of days in final action	38	33.8	52.64	69.08	94.43	19.31
Complaints pending during fiscal year where h	earing was requested					•
Average number of days in investigation	0	211.88	205.92	258.11	304.12	0.00
Average number of days in final action	0	0	19.75	55.21	68.77	14.72
Complaints pending during fiscal year where h	earing was not reques	ted	•			•
Average number of days in investigation	225	194.63	208.32	267.64	412.88	0.00
Average number of days in final action	38	33.8	57.07	81.86	116.88	70.38

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		2000 TI 00 00				
	2018	2019	2020	2021	2022	2023 Thru 09-30
Part 5 Complaints Dismissed by Agency	0	0	22	56	22	1
Average days pending prior to dismissal	0	0	89.64	214.73	128.15	10.00
C	omplaints Withd	rawn by Complai	nants			
Total Complaints Withdrawn by Complainants	0	2	8	25	9	3

	Comparative Data													
Dort C Total Final Agency Actions Finding Discovering tion				Previ	ous Fis	cal Year	Data		202	3 Thru				
Part 6 Total Final Agency Actions Finding Discrimination	20	2018)19	20)20	20)21	20)22	08	9-30		
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		1		4		2			
Without Hearing	0	0	0	0	0	0	1	100	4	100	0	0		
With Hearing	0	0	0	0	0	0	0	0	0	0	2	100		

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2023	3 Thru
Note: Complaints can be filed alleging multiple	20)18	20	19	20)20	20)21	20)22	09	-30
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		4		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	2	100.00
Sex	0	0.00	0	0.00	0	0.00	1	100.00	2	50.00	2	100.00
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	1	25.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	100.00	1	25.00	1	50.00
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		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	0	0.00	0	0.00	2	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
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	1	50.00
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		4		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

L .	1 -	1	l <u>.</u>	l	l <u>.</u>	l	l .			l	1 _	l
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	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	100.00	2	50.00	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	1	25.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	100.00	1	25.00	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

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.

					<u>C</u>	ompar	ative D)ata				
Part & Finding of Discrimination Pondored by Issue				Previo	us Fisc	cal Yea	ar Data	a			2023	Thru 09
Part 8 Finding of Discrimination Rendered by Issue	20	18	20)19	20	20	20	21	20)22		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		4		2	
Appointment/Hire	0	0	0	0	0	0	0	0	1	25	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	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	1	50
Non-Sexual	0	0	0	0	0	0	1	100	2	50	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	1	25	1	50
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	1	25	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	2	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	
Findings After Hearing	0		0	0	0	0	0	0	0	_	0	0
Appointment/Hire		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	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	1	50
Non-Sexual	0	0	0	0	0	0	0	0	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	1	50
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
USEI DEIIIIEU - Ottiel 4	U	\perp			\perp			\perp				

Findings Without Hearing	0		0		0		1		4		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	25	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	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	2	50	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	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	1	25	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	1	25	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	2	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Total complaints from previous Fiscal Years	9	9	31	241	149	34		
Total Complainants	9	9	30	241	149	34		
Number complaints pending								
Investigation	2	0	3	15	1	0		
ROI issued, pending Complainant's action	0	0	1	3	0	0		
Hearing	3	4	22	124	130	23		
Final Agency Action	3	4	2	58	16	3		
Appeal with EEOC Office of Federal Operations	4	4	4	4	36	59		

Part 10 Complaint Investigations	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	16	139	1	0		