

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

DOC

For 1st Quarter 2023 for period ending December 31, 2022

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	188	200	531	418	37	37
Number of Complainants	181	189	525	413	37	37
Repeat Filers	7	11	6	5	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	74	72	211	156	13	13
Color	38	40	89	77	5	6
Religion	15	23	45	18	4	5
Reprisal	123	136	299	219	20	20
Sex	78	87	193	145	10	8
PDA	1	0	5	6	0	0
National Origin	27	35	70	49	6	5
Equal Pay Act	0	0	1	1	0	0
Age	71	80	185	138	12	8
Disability	79	93	202	143	9	18
Genetics	2	0	3	1	0	0
Non-EEO	5	3	19	14	3	0

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
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.						
Appointment/Hire	17	11	37	27	4	2
Assignment of Duties*	66	57	140	108	12	0
Awards	8	2	1	10	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	2	13	7	0	0
Reprimand**	9	16	38	16	1	0
Suspension	12	9	7	10	0	0
Removal	0	0	0	0	0	0
Other Disciplinary Actions**	1	0	0	1	1	8
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	2	1	0	0
Perf. Eval./ Appraisal	65	43	38	37	6	12
Examination/Test	0	0	1	0	0	1
Harrassment						
Non-Sexual	111	109	357	257	16	22
Sexual	4	8	14	16	2	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	10	60	47	2	0
Promotion/Non-Selection	28	23	50	38	3	2
Reassignment						
Denied	8	1	10	6	0	0
Directed	6	4	8	12	1	2
Reasonable Accommodation Disability	37	35	74	55	6	7
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	6	0	0	3
Retirement*	2	4	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	19	9	24	9	0	2
Termination	29	73	302	194	7	4
Terms/Conditions of Employment*	49	60	128	80	9	0
Time and Attendance	31	30	74	47	5	3
Training	16	16	50	41	1	4
Other Terms/Conditions of Employment*	0	0	0	0	0	0
User Defined - Other 1*	2	1	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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	183.94	213.86	206.41	248.22	285.22	203.50
Average number of days in final action	16.46	26.37	29.17	48.84	97.54	41.22
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	193.76	224.13	211.08	246.13	304.91	260.60
Average number of days in final action	8.66	13.48	10.16	35.62	64.30	34.71
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	174.04	206.26	202.04	252.09	276.19	204.31
Average number of days in final action	30.25	39.10	42.47	64.86	132.09	54.57

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	23	13	35	66	18	5
Average days pending prior to dismissal	156.3	97.77	98.14	184.92	160.5	599.15
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	13	12	24	32	4	4

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 12-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		2		3		1	
Without Hearing	1	100	2	100	0	0	2	100	2	67	1	100
With Hearing	0	0	0	0	0	0	0	0	1	33	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 12-31	
	2018		2019		2020		2021		2022			
#	%	#	%	#	%	#	%	#	%	#	%	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings	1		2		0		2		3		1	
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	1	50.00	0	0.00	2	100.00	0	0.00	1	50.00
Sex	1	100.00	1	50.00	0	0.00	1	50.00	1	33.00	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	1	50.00	0	0.00	1	50.00	2	67.00	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		1		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	1	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	1		2		0		2		2		1	

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	1	50.00	0	0.00	2	100.00	0	0.00	1	100.00
Sex	1	100.00	1	50.00	0	0.00	1	50.00	1	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	0	0.00	0	0.00
Disability	0	0.00	1	50.00	0	0.00	1	50.00	1	50.00	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

Findings Without Hearing	1		2		0		2		2		1	
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	1	100
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	1	100	1	50	0	0	2	100	1	50	1	100
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	1	100
Promotion/Non-Selection	0	0	1	50	0	0	0	0	0	0	1	100
Reassignment												
Denied	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	1	50	0	0	0	0	1	50	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	1	50	0	0	0	0	1	50	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	1	100
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					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	143	137	153	364	587	348
Total Complainants	134	129	143	354	571	330
Number complaints pending						
Investigation	1	2	4	15	146	63
ROI issued, pending Complainant's action	0	0	1	3	16	45
Hearing	135	125	132	236	293	221
Final Agency Action	5	8	7	60	36	16
Appeal with EEOC Office of Federal Operations	13	13	13	13	13	76

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	2	2	20	139	95	0