

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

DOC

For 4th Quarter 2022 for period ending September 30, 2022

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	178	188	196	531	418	196
Number of Complainants	174	181	186	526	413	188
Repeat Filers	4	7	10	5	5	7

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	60	74	72	204	156	65
Color	28	38	40	68	77	35
Religion	7	15	23	42	18	62
Reprisal	100	123	134	255	219	130
Sex	66	78	86	174	145	53
PDA	3	1	0	6	6	1
National Origin	20	27	35	63	49	17
Equal Pay Act	1	0	0	1	1	0
Age	66	71	80	172	138	66
Disability	71	79	93	186	143	88
Genetics	1	2	0	3	1	6
Non-EEO	5	5	3	24	14	4

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
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	10	17	11	42	27	14
Assignment of Duties*	46	66	57	111	108	0
Awards	6	8	2	1	10	3
Conversion to Full Time/Perm Status*	0	0	0	1	0	0
Disciplinary Action						
Demotion	0	0	2	13	7	2
Reprimand**	23	9	16	22	16	0
Suspension	14	12	8	7	10	16
Removal	0	0	0	2	0	0
Other Disciplinary Actions**	0	0	0	0	0	15
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	1	4	1	0
Perf. Eval./ Appraisal	51	65	43	33	37	32
Examination/Test	1	0	0	1	0	0
Harrassment						
Non-Sexual	98	111	109	294	257	107
Sexual	10	4	8	11	16	5
Medical Examination	0	0	0	0	0	1
Pay including overtime	11	1	10	39	47	10
Promotion/Non-Selection	21	28	23	39	38	18
Reassignment						
Denied	7	8	1	8	6	3
Directed	2	6	4	7	12	4
Reasonable Accommodation Disability	30	37	35	54	55	24
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	2	0	0	3	0	22
Retirement*	2	2	4	0	0	0
Sex-Stereotyping	0	0	0	1	0	0
Telework	18	19	9	16	9	8
Termination	24	29	73	261	194	36
Terms/Conditions of Employment*	43	49	59	93	80	0
Time and Attendance	40	31	30	53	47	21
Training	15	16	16	40	41	12
Other Terms/Conditions of Employment*	0	0	0	0	0	99
User Defined - Other 1*	0	2	1	1	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					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	177.8	183.94	212.37	206.38	249.08	307.25
Average number of days in final action	20.96	16.46	26.72	29.68	50.03	70.64
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	180.2	194.65	222.22	209.65	247.69	260.88
Average number of days in final action	11.7	8.44	13.58	10.3	37.1	46.38
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	174.3	173.48	205.78	203.52	252.03	298.1
Average number of days in final action	27.6	29.73	39.1	42.5	65.22	100.27

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Part 5 Complaints Dismissed by Agency	0	1	13	33	66	29
Average days pending prior to dismissal	0	13	97.77	76.73	184.92	94.92
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	32	13	12	24	32	19

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 09-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		2		2		0		2		6	
Without Hearing	2	67	2	100	2	100	0	0	2	100	4	71
With Hearing	1	33	0	0	0	0	0	0	0	0	2	29

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 09-30	
	2017		2018		2019		2020		2021			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		3		0		4		7	
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	1	25.00	0	0.00	1	33.33	0	0.00	2	50.00	0	0.00
Sex	1	25.00	1	100.00	1	33.33	0	0.00	1	25.00	2	28.57
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	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	1	14.29
Disability	1	25.00	0	0.00	1	33.33	0	0.00	1	25.00	4	57.14
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	2		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	1	50.00	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	1	50.00	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
Finding Without Hearing	2		1		3		0		4		5	

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	1	33.33	0	0.00	2	50.00	0	0.00
Sex	1	50.00	1	100.00	1	33.33	0	0.00	1	25.00	2	40.00
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	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00
Disability	0	0.00	0	0.00	1	33.33	0	0.00	1	25.00	2	40.00
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	2		1		2		0		2		4	
Appointment/Hire	1	50	0	0	0	0	0	0	0	0	1	20
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	1	50	1	100	1	50	0	0	2	100	2	40
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	1	50	0	0	1	50	0	0	0	0	1	20
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	0	0	1	50	0	0	0	0	2	40
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	1	50	0	0	0	0	1	20
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	1	50	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	2	40
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					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	140	151	143	154	364	260
Total Complainants	130	142	135	144	354	253
Number complaints pending						
Investigation	6	3	2	4	15	1
ROI issued, pending Complainant's action	0	0	0	1	3	1
Hearing	125	135	123	137	236	222
Final Agency Action	5	11	15	3	60	17
Appeal with EEOC Office of Federal Operations	13	13	13	13	13	66

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	4	2	2	22	139	1