

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

DOC

For 2nd Quarter 2023 for period ending March 31, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	188	196	531	418	86	69
Number of Complainants	181	186	526	413	82	66
Repeat Filers	7	10	5	5	7	3

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	74	72	204	156	65	27
Color	38	40	68	77	35	13
Religion	15	23	42	18	62	8
Reprisal	123	134	255	219	130	37
Sex	78	86	174	145	53	15
PDA	1	0	6	6	1	1
National Origin	27	35	63	49	17	7
Equal Pay Act	0	0	1	1	0	0
Age	71	80	172	138	66	14
Disability	79	93	186	143	88	34
Genetics	2	0	3	1	6	1
Non-EEO	5	3	24	14	4	0

Part 3 Complaints By Issue	Comparative 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.	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Appointment/Hire	17	11	42	27	14	7
Assignment of Duties*	66	57	111	108	0	0
Awards	8	2	1	10	3	2
Conversion to Full Time/Perm Status*	0	0	1	0	0	0
Disciplinary Action						
Demotion	0	2	13	7	2	0
Reprimand**	9	16	22	16	0	0
Suspension	12	8	7	10	16	0
Removal	0	0	2	0	0	0
Other Disciplinary Actions**	0	0	0	0	15	8
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	4	1	0	0
Perf. Eval./ Appraisal	65	43	33	37	32	16
Examination/Test	0	0	1	0	0	1
Harrassment						
Non-Sexual	111	109	294	257	107	38
Sexual	4	8	11	16	5	2
Medical Examination	0	0	0	0	1	0
Pay including overtime	1	10	39	47	10	1
Promotion/Non-Selection	28	23	39	38	18	6
Reassignment						
Denied	8	1	8	6	3	1
Directed	6	4	7	12	4	2
Reasonable Accommodation Disability	37	35	54	55	24	11
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	3	0	22	3
Retirement*	2	4	0	0	0	0
Sex-Stereotyping	0	0	1	0	0	1
Telework	19	9	16	9	8	2
Termination	29	73	261	194	36	10
Terms/Conditions of Employment*	49	59	93	80	0	0
Time and Attendance	31	30	53	47	21	7
Training	16	16	40	41	12	6
Other Terms/Conditions of Employment*	0	0	0	0	99	32
User Defined - Other 1*	2	1	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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	183.94	212.37	206.38	249.08	307.25	211.25
Average number of days in final action	16.46	26.72	29.68	50.03	70.64	25.37
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	194.65	222.22	209.65	247.69	260.91	260.54
Average number of days in final action	8.44	13.58	10.3	37.1	46.38	19.15
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	173.48	205.78	203.52	252.03	298.1	208.60
Average number of days in final action	29.73	39.1	42.5	65.22	100.27	45.48

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	1	13	33	66	29	12
Average days pending prior to dismissal	13	97.77	76.73	184.92	94.92	245.21
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	13	12	24	32	19	8

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 03-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		0		2		7		2	
Without Hearing	2	100	2	100	0	0	2	100	5	71	1	33
With Hearing	0	0	0	0	0	0	0	0	2	29	1	67

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 03-31	
	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		3		0		4		7		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	1	33.33	0	0.00	2	50.00	0	0.00	2	40.00
Sex	1	100.00	1	33.33	0	0.00	1	25.00	2	28.57	1	20.00
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	14.29	0	0.00
Disability	0	0.00	1	33.33	0	0.00	1	25.00	4	57.14	1	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 After Hearing	0		0		0		0		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	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00
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	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	1		3		0		4		5		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	33.33	0	0.00	2	50.00	0	0.00	1	100.00
Sex	1	100.00	1	33.33	0	0.00	1	25.00	2	40.00	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	14.29	0	0.00
Disability	0	0.00	1	33.33	0	0.00	1	25.00	2	40.00	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.

[illegible]

[illegible]

Findings Without Hearing	1		2		0		2		5		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	20	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	2	40	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	1	20	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	2	40	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	20	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	40	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 03-31
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	151	143	154	364	260	283
Total Complainants	142	135	144	354	253	272
Number complaints pending						
Investigation	3	2	4	15	1	15
ROI issued, pending Complainant's action	0	0	1	3	1	18
Hearing	135	123	137	236	222	186
Final Agency Action	11	15	3	60	17	10
Appeal with EEOC Office of Federal Operations	13	13	13	13	70	102

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	2	2	22	139	1	0