

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

Permanent

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

Part 1 Complaint Activity	Comparative Data					2023 Thru 03-31	
	Previous Fiscal Year Data						
	2018	2019	2020	2021	2022		
Number of Complaints Filed	65	64	54	42	36	29	
Number of Complainants	61	61	54	41	36	27	
Repeat Filers	4	3	0	1	2	2	

Part 2 Complaints by Basis	Comparative Data					2023 Thru 03-31	
	Previous Fiscal Year Data						
	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	24	24	18	15	11	11	
Color	11	17	14	7	6	9	
Religion	8	10	7	1	13	3	
Reprisal	43	40	29	20	28	14	
Sex	23	25	17	15	5	8	
PDA	0	0	0	1	0	1	
National Origin	9	8	7	2	4	3	
Equal Pay Act	0	0	0	0	0	0	
Age	19	25	16	18	9	8	
Disability	39	31	24	18	11	13	
Genetics	0	0	0	0	0	0	
Non-EEO	2	1	3	0	1	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		8	4	3	3	2	2
Assignment of Duties*		20	20	23	11	9	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	0	0
Reprimand**		2	2	3	1	0	0
Suspension		5	0	0	1	2	0
Removal		0	0	0	0	0	0
Other Disciplinary Actions**		0	0	0	0	8	1
Other 2**		0	0	0	0	0	0
Duty Hours*		0	0	0	0	0	0
Perf. Eval./ Appraisal		17	13	8	8	7	5
Examination/Test		0	0	0	0	0	0
Harrassment							
Non-Sexual		41	28	34	15	22	16
Sexual		1	1	1	1	0	2
Medical Examination		0	0	0	0	0	0
Pay including overtime		0	2	5	2	0	0
Promotion/Non-Selection		7	6	5	10	3	2
Reassignment							
Denied		1	1	0	0	0	0
Directed		2	0	1	0	0	0
Reasonable Accommodation Disability		16	9	8	6	3	3
Reinstatement*		0	0	0	0	0	0
Religious Accommodation		0	0	1	0	2	1
Retirement*		0	2	0	0	0	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		3	0	4	1	3	1
Termination		12	29	18	10	6	5
Terms/Conditions of Employment*		13	16	13	10	12	0
Time and Attendance		13	7	11	7	3	3
Training		3	3	5	2	0	4
Other Terms/Conditions of Employment*		0	0	0	0	0	13
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

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	171.25	211.90	205.20	206.90	179.58	209.60
Average number of days in final action	12.00	22.11	18.95	23.76	16.90	14.83
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	182.91	218.76	212.96	217.68	174.18	232.91
Average number of days in final action	6.67	11.62	7.81	20.62	14.18	11.91
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	151.82	205.25	197.32	186.47	183.53	206.78
Average number of days in final action	26.88	36.67	29.82	33.50	28.50	19.50

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	0	0	7	2	3	2
Average days pending prior to dismissal	0	0	68.14	30	19.33	13.86

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	0		0		0		1		1		0	
Without Hearing	0	0	0	0	0	0	1	100	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	1	100	0	0

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	0		0		0		1		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	1	100.00	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
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	0		0		0		1		0		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	1	100.00	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	0	0.00	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.

	0	0	0	0	1	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0
Awards	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
Disciplinary Action										
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
Sexual	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	1	100	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment										
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	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
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	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	71	66	70	63	76	104
Total Complainants	67	61	64	58	71	99
Number complaints pending						
Investigation	1	2	1	0	1	7
ROI issued, pending Complainant's action	0	0	0	0	3	8
Hearing	69	62	66	59	58	53
Final Agency Action	1	3	1	2	4	5
Appeal with EEOC Office of Federal Operations	1	1	1	1	1	22

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	1	2	2	0	0	0