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

DOC

For 3rd Quarter 2023 for period ending June 30, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	ata		2022 Thru 06 20
	2018	2019	2020	2021	2022	2023 Thru 06-30
Number of Complaints Filed	188	196	531	418	145	115
Number of Complainants	181	186	526	413	142	111
Repeat Filers	7	10	5	5	3	4

Dort 2 Complaints by Bosis			Compara	tive Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year D	Pata		0000 Th
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 06-30
Race	74	72	204	156	51	52
Color	38	40	68	77	26	26
Religion	15	23	42	18	45	13
Reprisal	123	134	255	219	89	62
Sex	78	86	174	145	36	33
PDA	1	0	6	6	0	1
National Origin	27	35	63	49	13	10
Equal Pay Act	0	0	1	1	0	1
Age	71	80	172	138	41	41
Disability	79	93	186	143	61	59
Genetics	2	0	3	1	2	1
Non-EEO	5	3	24	14	3	1

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.		Previo	ous Fiscal Yea	ar Data		2023 Thru
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.	2018	2019	2020	2021	2022	06-30
Appointment/Hire	17	11	42	27	10	9
Assignment of Duties*	66	57	111	108	36	0
Awards	8	2	1	10	3	4
Conversion to Full Time/Perm Status*	0	0	1	0	0	0
Disciplinary Action	•		•		•	
Demotion	0	2	13	7	1	0
Reprimand**	9	16	22	16	9	0
Suspension	12	8	7	10	10	2
Removal	0	0	2	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	13
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	4	1	0	0
Perf. Eval./ Appraisal	65	43	33	37	24	26
Examination/Test	0	0	1	0	0	1
Harrassment	•	•	•		•	
Non-Sexual	111	109	294	257	70	57
Sexual	4	8	11	16	4	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	10	39	47	8	4
Promotion/Non-Selection	28	23	39	38	12	13
Reassignment	•	•	•		•	
Denied	8	1	8	6	1	2
Directed	6	4	7	12	2	2
Reasonable Accommodation Disability	37	35	54	55	14	20
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	3	0	15	3
Retirement*	2	4	0	0	0	0
Sex-Stereotyping	0	0	1	0	0	1
Telework	19	9	16	9	5	5
Termination	29	73	261	194	26	15
Terms/Conditions of Employment*	49	59	93	80	0	0
Time and Attendance	31	30	53	47	16	8
Training	16	16	40	41	8	11
Other Terms/Conditions of Employment*	0	0	0	0	47	53
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

			Compar	ative Data		
Part 4 Processing Time		Pre	evious Fiscal Year D	Data		2022 Thru 00 20
	2018	2019	2020	2021	2022	2023 Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	183.94	212.37	206.38	249.08	318.09	211.62
Average number of days in final action	16.46	26.72	29.68	50.03	72.99	20.43
Complaints pending during fiscal year where h	earing was requested					
Average number of days in investigation	194.65	222.22	209.65	247.69	260.30	260.10
Average number of days in final action	8.44	13.58	10.3	37.1	51.82	14.11
Complaints pending during fiscal year where h	earing was not request	ted				
Average number of days in investigation	173.48	205.78	203.52	252.03	316.64	213.52
Average number of days in final action	29.73	39.1	42.5	65.22	100.47	41.09

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year	Data		0000 TI 00 00
	2018	2019	2020	2021	2022	2023 Thru 06-30
Part 5 Complaints Dismissed by Agency	1	13	33	66	73	17
Average days pending prior to dismissal	13	97.77	76.73	184.92	346.86	318.12
	Complaints Withd	rawn by Complai	nants			
Total Complaints Withdrawn by Complainants	13	12	24	32	13	10

					(Compara	ative Da	ata				
Part 6 Total Final Aganay Actions Finding Discrimination		Previous Fiscal Year Data							2023	3 Thru		
Part 6 Total Final Agency Actions Finding Discrimination	20	018	20)19	20)20	20	021	20)22	06	6-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		0		2		6		3	
Without Hearing	2	100	2	100	0	0	2	100	4	67	1	25
With Hearing	0	0	0	0	0	0	0	0	2	33	2	75

Note: Complaints can be liked alleging multiple banks. The sum of the banks may not equal total concernations and findings. 1	Part 7 Finding of Discrimination Rendered by Basis				Dro	vious Fis	<u> </u>	ative Data					
Second color Seco	24515							I					
Total Number Findings		20	018	20)19 1	20)20	20)21 	20)22		1-30
Race 0 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0 0.00 0 0 0 0.00 0 0	•	#	%	#	%	#	%	#	%	#	%	#	%
Color 0 0.00	Total Number Findings	1		3		0		4		6		3	
Religion 0 0.00	Race	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 3 Sex 1 100.00 1 33.33 0 0.00 1 25.00 1 16.67 2 PDA 0 0.00 0	Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex 1 100.00 1 33.33 0 0.00 1 25.00 1 16.67 2 PDA 0 0.00 0	Religion	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 0 0.00 0 0.00 0 0 0.	Reprisal	0	0.00	1	33.33	0	0.00	2	50.00	0	0.00	3	42.8
National Origin 0 0.00	Sex	1	100.00	1	33.33	0	0.00	1	25.00	1	16.67	2	28.5
Equal Pay Act 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0	PDA	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 16.67 0 Disability 0 0.00 1 33.33 0 0.00 1 25.00 4 66.67 1 Genetics 0 0.00 0 0.0	National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics 0 0.00	Age	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	0	0.00
Non-EEO 0 0.00 0	Disability	0	0.00	1	33.33	0	0.00	1	25.00	4	66.67	1	16.6
Findings After Hearing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Race 0 0 0.000 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.000 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.0	Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Race 0 0 0.000 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.000 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.0											'		•
Color 0 0.00	Findings After Hearing	0		0		0		0		2		2	
Religion 0 0.00	Race	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 Sex 0 0.00 0	Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex 0 0.00	Religion	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 0 0.00 0 0.00 0 0 0.	Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	33.3
National Origin 0 0.00 0 0.00 0 0.00 0 0.00 0 Equal Pay Act 0 0.00	Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	33.3
Equal Pay Act 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0	PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age 0 0.00 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
Disability 0 0.00 0 0.00 0 0.00 0 0.00 1 Genetics 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0	Equal Pay Act	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	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	16.6
	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	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		4		1	

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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	1	25.00	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	1	33.33	0	0.00	1	25.00	2	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

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

						ompar						
Part 8 Finding of Discrimination Rendered by Issue			1	Previo	us Fiso	cal Yea	ar Data	1	Γ			Thru 06
r art o'r mamig o'r Diodininnian o'r ttorraoroa by roodo	20)18	20)19	20	20	20	21	20)22		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		2		6		3	
Appointment/Hire	0	0	0	0	0	0	0	0	1	17	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	1	17	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	25
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	1	17	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	1	17	1	25
Non-Sexual	1	100	1	50	0	0	2	100	4	67	3	75
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	2	50
Promotion/Non-Selection	0	0	1	50	0	0	0	0	2	33	3	75
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	4	67	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	17	2	50
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	2	33	0	0
Training	0	0	0	0	0	0	0	0	1	17	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	3	43	3	75
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		2	
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	I	<u>I</u>	I	l	Į.		l	<u>I</u>	<u>I</u>	l		l
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	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	!	!	!	!	!		!	!	!	!	<u>. </u>	!
Sexual	0	0	0	0	0	0	0	0	1	50	1	33
Non-Sexual	0	0	0	0	0	0	0	0	2	100	2	67
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	33
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	50	2	67
Reassignment	•	•	•	•	•	1	•	•		•		•
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	0	0	0	0	2	100	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	0	0	2	67
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	2	100	0	0
Training	0	0	0	0	0	0	0	0	1	50	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	50	2	67
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 Without Hearing	1		2		0		2		4		1	
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	1	25	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	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	1	25	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	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	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	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*				 	 	<u> </u>	 				 	

			Compar	ative Data		
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previo	us Fiscal Yea	ar Data		2023 Thru
	2018	2019	2020	2021	2022	06-30
Total complaints from previous Fiscal Years	151	143	154	364	406	221
Total Complainants	142	135	144	354	397	211
Number complaints pending						
Investigation	3	2	4	15	12	2
ROI issued, pending Complainant's action	0	0	1	3	5	3
Hearing	135	123	137	236	283	147
Final Agency Action	11	15	3	60	87	9
Appeal with EEOC Office of Federal Operations	13	13	13	13	69	69

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru
	2018	2019	2020	2021	2022	06-30
Pending Complaints Where Investigations Exceed Required Time Frames	2	2	22	139	12	3