

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

DOC

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

| Part 1 Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 06-30 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| 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 |

| Part 2 Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 06-30 |
| | 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 | 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 | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 06-30 |
| | 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 | 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 |

| Part 4 Processing Time | Comparative Data | | | | | |
|---|---------------------------|--------|--------|--------|--------|-----------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 06-30 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| 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 hearing 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 hearing was not requested | | | | | | |
| 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 |

| Part 5 Complaints Dismissed by Agency | Comparative Data | | | | | |
|--|---------------------------|-------|-------|--------|--------|-----------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 06-30 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| 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 Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 13 | 12 | 24 | 32 | 13 | 10 |

| Part 6 Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
|--|---------------------------|-----|------|-----|------|---|------|-----|------|----|-----------------|----|
| | Previous Fiscal Year Data | | | | | | | | | | 2023 Thru 06-30 | |
| | 2018 | | 2019 | | 2020 | | 2021 | | 2022 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| 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 |

| Part 7 Finding of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
|--|---------------------------|--------|------|-------|------|------|------|-------|------|--------|-----------------|-------|
| | Previous Fiscal Year Data | | | | | | | | | | 2023 Thru 06-30 | |
| | 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 | | 6 | | 3 | |
| 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 | 3 | 42.86 |
| Sex | 1 | 100.00 | 1 | 33.33 | 0 | 0.00 | 1 | 25.00 | 1 | 16.67 | 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 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 16.67 | 0 | 0.00 |
| Disability | 0 | 0.00 | 1 | 33.33 | 0 | 0.00 | 1 | 25.00 | 4 | 66.67 | 1 | 16.67 |
| 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 | | 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 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 33.33 |
| Sex | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 33.33 |
| 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 | 16.67 |
| 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 | | 4 | | 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 | 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 |

| | | | | | | | | | | | | |
|---------------------------------------|---|-----|---|----|---|---|---|-----|---|----|---|-----|
| 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* | 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 06-30 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| 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 06-30 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 2 | 2 | 22 | 139 | 12 | 3 |