

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

DOC (includes sub-level offices)

For 4th Quarter 2023 for period ending September 30, 2023

Part 1 Complaint Activity	Comparative Data					2023 Thru 09-30	
	Previous Fiscal Year Data						
	2018	2019	2020	2021	2022		
Number of Complaints Filed	188	196	531	418	196	160	
Number of Complainants	181	186	526	413	188	154	
Repeat Filers	7	10	5	5	7	6	

Part 2 Complaints by Basis	Comparative Data					2023 Thru 09-30
	Previous Fiscal Year Data					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	
Race	74	72	204	156	65	67
Color	38	40	68	77	35	31
Religion	15	23	42	18	62	20
Reprisal	123	134	255	219	130	90
Sex	78	86	174	145	53	47
PDA	1	0	6	6	1	2
National Origin	27	35	63	49	17	16
Equal Pay Act	0	0	1	1	0	1
Age	71	80	172	138	66	56
Disability	79	93	186	143	88	83
Genetics	2	0	3	1	6	1
Non-EEO	5	3	24	14	4	1

Part 3 Complaints By Issue		Comparative Data					
		Previous Fiscal Year Data				2023 Thru 09-30	
		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.							
The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.							
Appointment/Hire	17	11	42	27	14	9	
Assignment of Duties*	66	57	111	108	0	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	2	0	
Reprimand**	9	16	22	16	0	0	
Suspension	12	8	7	10	16	4	
Removal	0	0	2	0	0	0	
Other Disciplinary Actions**	0	0	0	0	15	14	
Other 2**	0	0	0	0	0	0	
Duty Hours*	0	1	4	1	0	0	
Perf. Eval./ Appraisal	65	43	33	37	32	31	
Examination/Test	0	0	1	0	0	1	
Harassment							
Non-Sexual	111	109	294	257	107	88	
Sexual	4	8	11	16	5	3	
Medical Examination	0	0	0	0	1	0	
Pay including overtime	1	10	39	47	10	7	
Promotion/Non-Selection	28	23	39	38	18	20	
Reassignment							
Reassignment: Denied/Directed	8	1	8	6	3	4	
Directed	6	4	7	12	4	4	
Reasonable Accommodation Disability	37	35	54	55	24	33	
Reinstatement*	0	0	0	0	0	0	
Religious Accommodation	0	0	3	0	22	4	
Retirement*	2	4	0	0	0	0	
Sex-Stereotyping	0	0	1	0	0	1	
Telework	19	9	16	9	8	6	
Termination	29	73	261	194	36	20	
Terms/Conditions of Employment*	49	59	93	80	0	0	
Time and Attendance	31	30	53	47	21	14	
Training	16	16	40	41	12	13	
Other Terms/Conditions of Employment*	0	0	0	0	99	71	
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 09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	183.43	213.86	206.42	248.22	307.25	207.38
Average number of days in final action	16.48	26.42	29.53	48.84	70.64	18.58
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	193.56	224.13	211.1	246.13	260.88	215.87
Average number of days in final action	8.66	13.28	10.16	35.63	46.38	12.56
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	173.32	206.26	202.25	252.09	298.1	202.98
Average number of days in final action	29.72	39.1	42.7	64.86	100.27	35.96

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	1	13	33	66	29	19
Average days pending prior to dismissal	13	97.77	76.73	184.92	94.92	183.16
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	13	12	24	32	19	15

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data									
	Previous Fiscal Year Data									
	2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		0		2		7	
Without Hearing	2	100	2	100	0	0	2	100	5	71
With Hearing	0	0	0	0	0	0	0	0	2	50

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									
	#	%	#	%	#	%	#	%	#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.										
Total Number Findings	1		2		0		2		7	
Race	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
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	50.00	0	0.00	2	100.00	0	0.00
Sex	1	100.00	1	50.00	0	0.00	1	50.00	2	28.57
PDA	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
Equal Pay Act	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
Disability	0	0.00	1	50.00	0	0.00	1	50.00	4	57.14
Genetics	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

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	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
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
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Finding Without Hearing	1		2		0		2		5		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	50.00	0	0.00	2	100.00	0	0.00	1	50.00
Sex	1	100.00	1	50.00	0	0.00	1	50.00	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	20.00	0	0.00
Disability	0	0.00	1	50.00	0	0.00	1	50.00	2	40.00	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

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment

\*\* are reported under Other Disciplinary Actions.

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	1	2	0	2	5	2	
Findings Without Hearing	1	2	0	2	5	2	
Appointment/Hire	0	0	0	0	0	1	20
Assignment of Duties*	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Sexual	0	0	0	0	0	0	0
Non-Sexual	1	100	1	50	0	2	100
Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	50	0	0	0
Reassignment							
Reassignment: Denied/Directed	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	50	0	0	0
Reinstatement*	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0
Termination	0	0	1	50	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0
User Defined - Other 4*	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 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	151	143	154	364	260	160
Total Complainants	142	135	144	354	253	153
Number complaints pending						
Investigation	3	2	4	15	1	0
ROI issued, pending Complainant's action	0	0	1	3	1	39
Hearing	135	123	137	236	222	86
Final Agency Action	11	15	3	60	17	14
Appeal with EEOC Office of Federal Operations	13	13	13	13	66	99

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	2	2	22	139	1	0