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

DOC (includes sub-level offices)

## For 1st Quarter 2024 for period ending December 31, 2023

	Comparative Data											
Part 1 Complaint Activity		Pre	evious Fiscal Year D	ata		2024 Thru 42 24						
	2019	2020	2021	2022	2023	2024 Thru 12-31						
Number of Complaints Filed	196	531	418	196	160	32						
Number of Complainants	186	526	413	188	154	32						
Repeat Filers	10	5	6	0								

Dort 2 Complaints by Dasia						
Part 2 Complaints by Basis		Pr	evious Fiscal Year	Data		2024 Thm.
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	– 2024 Thru 12-31
Race	72	204	156	65	67	8
Color	40	68	77	35	31	2
Religion	23	42	18	62	20	2
Reprisal	134	255	219	130	90	24
Sex	86	174	145	53	47	11
PDA	0	6	6	1	2	1
National Origin	35	63	49	17	16	5
Equal Pay Act	0	1	1	0	1	1
Age	80	172	138	66	56	13
Disability	93	186	143	88	83	15
Genetics	0	3	1	6	1	1
Non-EEO	3	24	14	4	1	0

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. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.			2024 Thru 12-31			
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.	2019	2020	2021	2022	2023	_
Appointment/Hire	11	42	27	14	9	2
Assignment of Duties*	57	111	108	0	0	0
Awards	2	1	10	3	4	1
Conversion to Full Time/Perm Status*	0	1	0	0	0	0
Disciplinary Action						
Demotion	2	13	7	2	0	0
Reprimand**	16	22	16	0	0	0
Suspension	8	7	10	16	4	1
Removal	0	2	0	0	0	0
Other Disciplinary Actions**	0	0	0	15	14	2
Other 2**	0	0	0	0	0	0
Duty Hours*	1	4	1	0	0	0
Perf. Eval./ Appraisal	43	33	37	32	31	7
Examination/Test	0	1	0	0	1	0
Harassment						
Non-Sexual	109	294	257	107	88	21
Sexual	8	11	16	5	3	4
Medical Examination	0	0	0	1	0	0
Pay including overtime	10	39	47	10	7	1
Promotion/Non-Selection	23	39	38	18	20	3
Reassignment		1				1
Reassignment: Denied/Directed	1	8	6	3	4	0
Directed	4	7	12	4	4	1
Reasonable Accommodation Disability	35	54	55	24	33	8
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	3	0	22	4	0
Retirement*	4	0	0	0	0	0
Sex-Stereotyping	0	1	0	0	1	0
Telework	9	16	9	8	6	1
Termination	73	261	194	36	20	5
Terms/Conditions of Employment*	59	93	80	0	0	0
Time and Attendance	30	53	47	21	14	5
Training	16	40	41	12	13	3
Other Terms/Conditions of Employment*	0	0	0	99	71	15
User Defined - Other 1*	1	1	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

		Comparative Data										
Part 4 Processing Time		Pr	evious Fiscal Year D	Data		2024 Thru 42 24						
	2019	2020	2021	2022	2023	— 2024 Thru 12-31						
Complaints pending during fiscal year												
Average number of days in investigation	213.86	206.42	248.22	307.25	207.38	183.03						
Average number of days in final action	26.42	29.53	48.84	70.64	18.58	16.50						
Complaints pending during fiscal year where h	nearing was requested					•						
Average number of days in investigation	224.13	211.1	246.13	260.88	215.87	185.92						
Average number of days in final action	13.28	10.16	35.63	46.38	12.56	13.42						
Complaints pending during fiscal year where h	nearing was not reques	ted				•						
Average number of days in investigation	206.26	202.25	252.09	298.1	202.98	183.46						
Average number of days in final action	39.1	42.7	64.86	100.27	35.96	28.20						

		Comparative Data											
Part 5 Complaints Dismissed by Agency		Previous Fiscal Year Data											
	2019	2020	2021	2022	2023	2024 Thru 12-31							
Part 5 Complaints Dismissed by Agency	13	33	66	29	19	3							
Average days pending prior to dismissal	97.77	76.73	184.92	94.92	183.16	20.33							
	Complaints Withd	rawn by Compla	inants										
Total Complaints Withdrawn by Complainants	12	24	32	19	15	2							

	Comparative Data											
Dort & Total Final Aganay Actions Finding Discrimination		Previous Fiscal Year Data									2024 Th	
Part 6 Total Final Agency Actions Finding Discrimination	20	)19	20	)20	20	021	20	)22	20	)23	12	2-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		2		7		4		0	
Without Hearing	2	100	0	0	2	100	5	71	2	50	0	0
With Hearing	0	0	0	0	0	0	2	29	2	50	0	0

Part 7 Finding of Discrimination Rendered by		Comparative Data												
Basis				Pre	vious Fis	cal Year D	ata				2024	1 Thru		
Note: Complaints can be filed alleging multiple	20	)19	20	2020		2021		)22	20	)23	12	2-31		
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2		0		2		7		4		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	1	50.00	0	0.00	2	100.00	0	0.00	3	75.00	0	0.00		
Sex	1	50.00	0	0.00	1	50.00	2	28.57	2	50.00	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	1	14.29	0	0.00	0	0.00		
Disability	1	50.00	0	0.00	1	50.00	4	57.14	3	75.00	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		2		2		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	2	100.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	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	2	100.00	1	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
	·											
Finding Without Hearing	2		0		2		5		2		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	1	50.00	0	0.00	2	100.00	0	0.00	1	50.00	0	0.00
Sex	1	50.00	0	0.00	1	50.00	2	40.00	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	1	20.00	0	0.00	0	0.00
Disability	1	50.00	0	0.00	1	50.00	2	40.00	2	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

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.

Denied/Directed" and the second row has been deprecated for the current FY starting in	Comparative Data												
Dent O Finalian of Discrimination Devidenced by Jacob				Previo	us Fiso	cal Yea	ar Data	a			2024	Thru 12-	
Part 8 Finding of Discrimination Rendered by Issue	20	)19	20	20	20	21	20	)22	20	23		31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		0		2		7		8		0		
Appointment/Hire	0	0	0	0	0	0	1	14	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	·		-	-							-		
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	1	14	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	1	14	2	25	0	0	
Non-Sexual	1	50	0	0	2	100	4	57	4	50	0	0	
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	0	0	
Promotion/Non-Selection	1	50	0	0	0	0	2	29	0	0	0	0	
Reassignment	·	•									•		
Reassignment: Denied/Directed	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	1	50	0	0	0	0	4	57	2	25	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	1	50	0	0	0	0	1	14	0	0	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	2	29	0	0	0	0	
Training	0	0	0	0	0	0	1	14	0	0	0	0	
Other Terms/Conditions of Employment*	0	0	0	0	0	0	3	43	0	0	0	0	
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		2		4		0	
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											•	
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	1	50	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	1	50	2	50	0	0
Non-Sexual	0	0	0	0	0	0	2	100	2	50	0	0
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	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	50	0	0	0	0
Reassignment												
Reassignment: Denied/Directed	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	2	100	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	0	0	0	0	0	0	0	0	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	2	100	0	0	0	0
Training	0	0	0	0	0	0	1	50	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	1	50	0	0	0	0
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	2		0		2		5		4		0	
Appointment/Hire	0	0	0	0	0	0	1	20	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		1	1	1	1			1	1	1	1	
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	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	50	0	0	2	100	2	40	2	50	0	0
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	0	0
Promotion/Non-Selection	1	50	0	0	0	0	1	20	0	0	0	0
Reassignment			•			•						
Reassignment: Denied/Directed	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	1	50	0	0	0	0	2	40	0	0	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	1	50	0	0	0	0	1	20	0	0	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	2	40	0	0	0	0
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							
		2024 Thru						
	2019	2020	2021	2022	2023	12-31		
Total complaints from previous Fiscal Years	143	154	364	260	160	242		
Total Complainants	135	144	354	253	153	225		
Number complaints pending								
Investigation	2	4	15	1	0	45		
ROI issued, pending Complainant's action	0	1	3	1	39	64		
Hearing	123	137	236	222	86	99		
Final Agency Action	15	3	60	17	14	15		
Appeal with EEOC Office of Federal Operations	13	13	13	66	99	95		

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Part 10 Complaint Investigations	Comparative Data							
		2024 Thru						
	2019	2020	2021	2022	2023	12-31		
Pending Complaints Where Investigations Exceed Required Time Frames	2	22	139	1	0	0		