

U. S. Department of Commerce
Annual Report on the No FEAR Act

2024

The Department of Commerce is pleased to submit this annual report in accordance with Section 5, Part 724 of the Code of Federal Regulations (5 C.F.R. § 724), Implementation of Title II of the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act. The report is divided into seven (7) sections that track the reporting areas required by the regulations: pending and resolved federal court cases; administrative equal employment opportunity complaints; disciplinary actions resulting from violations of nondiscrimination and whistleblower protection statutes; agency disciplinary policies; trend analyses of court cases and administrative complaints; a budgetary impact analysis; and the agency training plan.

This report does not include data or responses from the U.S. Patent and Trademark Office (USPTO). The USPTO is submitting its own report under separate cover.

Part 1. The Number of Federal Court Cases Pending and Resolved

Section 5, Parts 724.302(a)(1) through (3) of the Code of Federal Regulations require agencies to report:

- (1) The number of cases in Federal court pending or resolved in each fiscal year and arising under each of the respective provisions of the Federal Antidiscrimination Laws and Whistleblower Protection Laws applicable to them as defined in Sec. 724.102 of subpart A of this part in which an employee, former Federal employee, or applicant alleged a violation(s) of these laws, separating data by the provision(s) of law involved;
- (2) In the aggregate, for the cases identified in paragraph (a)(1) of this section and separated by provision(s) of law involved:
 - (i) The status or disposition (including settlement);
 - (ii) The amount of money required to be reimbursed to the Judgment Fund by the agency for payments as defined in Sec. 724.102 of subpart A of this part;
 - (iii) The amount of reimbursement to the Fund for attorney's fees where such fees have been separately designated;
- (3) In connection with cases identified in paragraph (a)(1) of this section, the total number of employees in each fiscal year disciplined as defined in Sec. 724.102 of subpart A of this part and the specific nature, e.g., reprimand, etc., of the disciplinary actions taken, separated by the provision(s) of law involved.

Response: The statutes applicable to this report are:

Section 2302(b)(1) of the Civil Service Reform Act, which prohibits discrimination in personnel actions based on: race, color, religion, sex, or national origin (as prohibited by Title VII of the Civil Rights Act of 1964); age (as prohibited by sections 12 and 15 of the Age Discrimination in Employment Act of 1967); sex (as prohibited by section 6(d) of the Fair Labor Standards Act of 1938); handicapping condition (as prohibited by section 501 of the Rehabilitation Act of 1973); and marital status or political affiliation.

Section 2302(b)(9) of the Civil Service Reform Act, which prohibits taking a personnel action based on an employee's exercise of any appeal, complaint, or grievance right; testimony or other lawful assistance in the exercise of any appeal, complaint, or grievance right; cooperation with or disclosure to the agency's Inspector General or the Office of Special Counsel; or refusal to obey an illegal order.

Section 6(d)(1) of the Fair Labor Standards Act of 1938, also known as the Equal Pay Act, which prohibits discrimination "between employees on the basis of sex by paying wages to employees ... at a rate less than the rate [paid] to employees of the opposite sex ... for equal work on jobs the performance of which requires equal skill, effort and responsibility, and which are performed under similar working conditions...." 29 U.S.C. § 206(d)(1).

The Age Discrimination in Employment Act (ADEA) of 1967, as amended, which states that, "All personnel actions affecting employees or applicants for employment who are at least 40 years of age ... in executive agencies ... shall be made free from any discrimination based on age." 29 U.S.C. § 633a(a).

Section 501 of the Rehabilitation Act of 1973, 29 U.S.C. § 791 et seq., which prohibits discrimination based on disability and requires agencies of the Federal government to make reasonable accommodation to the known physical or mental limitations of qualified employees with disabilities, unless the agency can demonstrate that accommodation would prove to be an "undue hardship."

Section 717 of the Civil Rights Act of 1964 (Title VII), which prohibits discrimination based on race, color, religion, sex, or national origin against federal employees in executive agencies. 42 U.S.C. § 2000e-16(a). Under Title VII, it is also unlawful for an employer to discriminate against any of its employees because [the employee] has opposed any practice made an unlawful employment practice by Title VII, or because [the employee] has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under Title VII.

Tables showing the number and disposition of civil actions filed in a United States District Court under any of these statutes appear below:

Table 1.A: Federal Court Litigation, Fiscal Year (FY) 2024

Statute	Number of cases		Final Judgments Against Agency	Settled	Employees Disciplined
Civil Service Reform Act 5 U.S.C. 2302(b)(1) Prohibited Personnel Practices	Pending	1	0	0	0
	Resolved	0			
Civil Service Reform Act 5 U.S.C. 2302(b)(9) Whistleblowing	Pending	0	0	1	0
	Resolved	1			
Fair Labor Standards Act 29 U.S.C. 206(d) and Title VII	Pending	0	0	0	0
	Resolved	0			
Age Discrimination in Employment Act of 1967 29 U.S.C. 631 and 633a	Pending	0	0	0	0
	Resolved	1			
Rehabilitation Act of 1973 29 U.S.C. 791	Pending	2	0	0	0
	Resolved	0			
Civil Rights Act of 1964 (Title VII) 42 U.S.C. 2000e-16	Pending	2	0	1	0
	Resolved	1			
Title VII and ADEA	Pending	1	0	0	0
	Resolved	0			
Title VII and ADEA and Rehabilitation Act	Pending	0	0	1	0
	Resolved	1			
Title VII and Rehabilitation Act	Pending	0	0	1	0
	Resolved	4			
ADEA and Rehabilitation Act	Pending	0	0	0	0
	Resolved	0			
Title VII and CSRA (Whistleblowing)	Pending	0	0	0	0
	Resolved	0			
Total	Pending	6	0		
	Resolved	7			

Table 1.B: Judgment Fund Expenditures, 2024

Judgment Fund Expenditures 2023			
Judgment Fund Total	Judgments	Settlements	Attorney's Fees
\$54,000	\$0	\$54,000	\$0

Part 2. Administrative Equal Employment Opportunity Complaint Data

Section 5, Part 724.302(a)(4) of the Code of Federal Regulations requires agencies to report:

The final year-end data about discrimination complaints for each fiscal year that was posted in accordance with Equal Employment Opportunity Regulations at subpart G of title 29 of the Code of Federal Regulations (implementing section 301(c)(1)(B) of the No FEAR Act).

Response: See Attachment 1.

Part 3. Disciplinary Actions

Section 5, Part 724.302(a)(5) of the Code of Federal Regulations requires agencies to report:

Whether or not in connection with cases in Federal court, the number of employees in each fiscal year disciplined as defined in Sec. 724.102 of subpart A of this part in accordance with any agency policy described in paragraph (a)(6) of this section. The specific nature, e.g., reprimand, etc., of the disciplinary actions taken must be identified.

Response: Consistent with the fact that there were no final judgments of discrimination against the Department in FY 2024, no employees were disciplined in connection with cases in Federal court.

Part 4. Disciplinary Policies

Section 5, Part 724.302(a)(6) of the Code of Federal Regulations requires agencies to report:

A detailed description of the agency's policy for taking disciplinary action against Federal employees for conduct that is inconsistent with Federal Antidiscrimination Laws and Whistleblower Protection Laws or for conduct that constitutes another prohibited personnel practice revealed in connection with agency investigations of alleged violations of these laws.

Response: The Department's policy for taking disciplinary action against Federal Employees for conduct that is inconsistent with Federal Antidiscrimination Laws and Whistleblower Protection Laws or for conduct that constitutes another prohibited personnel practice revealed in connection with agency investigations of alleged violations of these laws is set forth in [Department Administrative Order 202-751 \(DAO 202-751\)](#).

The relevant offenses appear at Numbers 36, 42, 45, and 46 on the Table of Offenses and Penalties:

- Harassing, threatening or taking reprisal action against an employee as a result of or in anticipation of a grievance, appeal, complaint, or other exercise of rights (5 days suspension to removal);
- Misrepresentation, falsification, or omission of material fact in connection with application, employment or any record, report, investigation or other proceeding (written reprimand to removal);
- Discrimination. As used in the Table of Offenses and Penalties, discrimination refers to specific acts taken by an employee in the performance of his/her official duties which discriminate against one or more individuals on the basis of race, sex, religion, color, age, national origin, disability, marital status, or political affiliation (5 day suspension to removal); and
- Refusal to answer appropriate interrogation in a properly authorized inquiry (written reprimand to removal).

Departmental Administrative Order 202-955, a copy of which is soon expected again to be available at <https://www.commerce.gov/cr/policies/anti-harassment-policy-statement>, also provides an expedited process for reviewing allegations of harassment, terminating actual incidents of harassment, and taking disciplinary actions as appropriate, which includes stopping any ongoing harassment and initiating disciplinary or adverse action when an inquiry results in a finding that misconduct has occurred.

Part 5. Trend Analyses

Section 5, Part 724.302(a)(7) of the Code of Federal Regulations requires agencies to report:

An analysis of the information provided in paragraphs (a)(1) through (6) of this section in conjunction with data provided to the Equal Employment Opportunity Commission in compliance with 29 CFR part 1614 subpart F of the Code of Federal Regulations. Such analysis must include:

- (i) An examination of trends;
- (ii) Causal analysis;
- (iii) Practical knowledge gained through experience; and
- (iv) Any actions planned or taken to improve complaint or civil rights programs of the agency with the goal of eliminating discrimination and retaliation in the workplace.

Part 5.a: Civil Actions Filed in Federal Court

For FY 2024, the Department of Commerce litigated 13 cases in Federal district and appellate courts. Seven (7) of those cases have been resolved, leaving six (6) cases pending.

Of the cases resolved, there were no final judgments of discrimination against the Department. Consequently, there was no case resulting in the discipline of any Department employee.

Analysis of Trends:

The majority of lawsuits against the Department are based on an alleged violation of Title VII of the Civil Rights Act of 1964 or Rehabilitation Act of 1973.

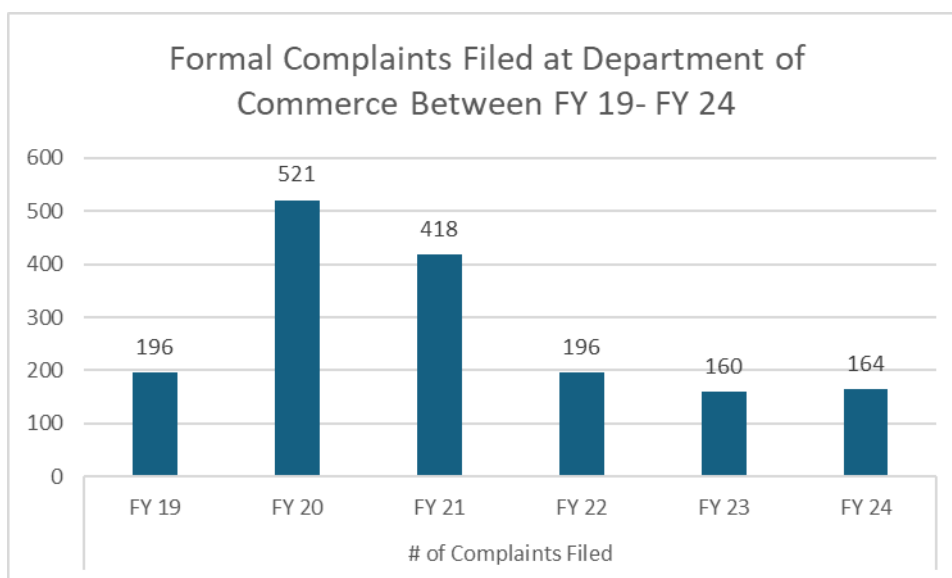
As shown in the table below, there is a fairly steady trend in fewer antidiscrimination and whistleblower protection lawsuits being brought against the Department over the last few years. Civil actions hit a peak in FY 2012 and have stayed within a range of three (3) to nine (9) annually since FY 2019.

Fiscal Year	# of New Suits
2012	25
2013	23
2014	6
2015	11
2016	5
2017	7
2018	11
2019	7
2020	8
2021	9
2022	7
2023	6
2024	3

Part 5.b: Administrative EEO Complaints

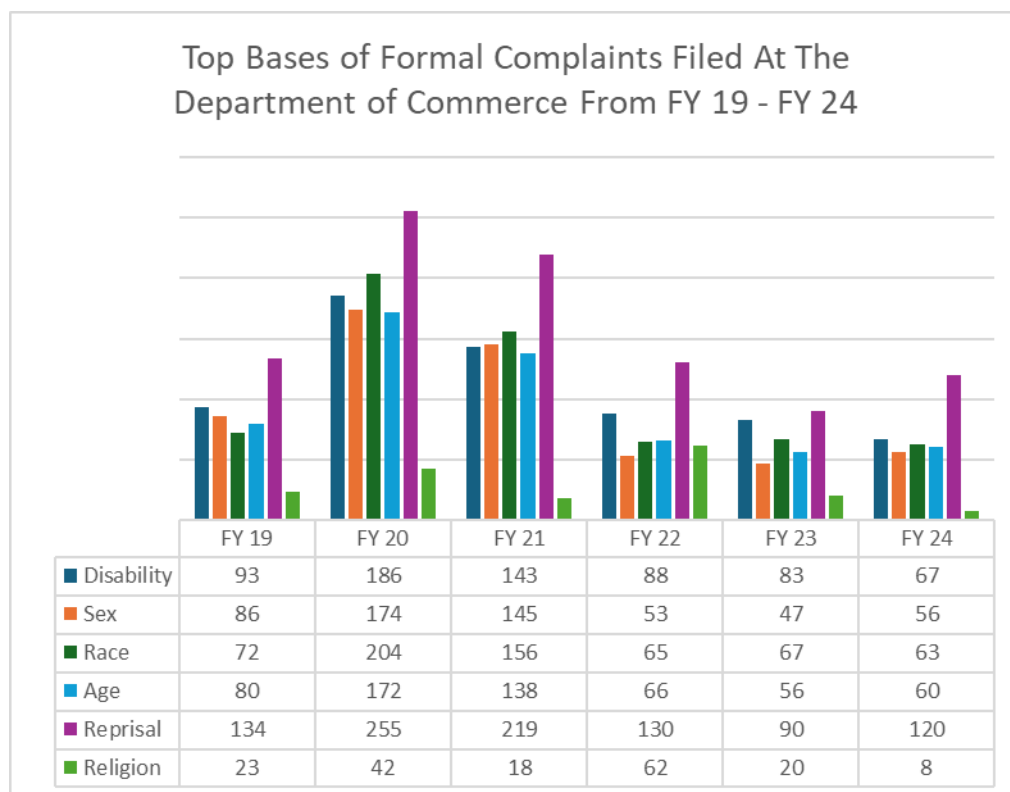
Number of filings:

Formal EEO complaint filings at the Department of Commerce (excluding PTO) increased by 2.5% in FY 24, increasing from 160 in FY 23 to 164 in FY 24. This is consistent with the range of historical EEO complaint activity in non-Decennial Census years. Formal complaint activity at the Department fluctuates and usually ranges in the mid to high 100s, only occasionally going below the mid-100s range and generally never exceeds 200 (excluding PTO), except in Decennial Census years, such as FY 20 and FY 21.



Bases of Complaints:

The top bases of complaints filed in FY 24 were reprisal (56%), disability (52%), followed by race (42%), age (35%) and sex (29%).

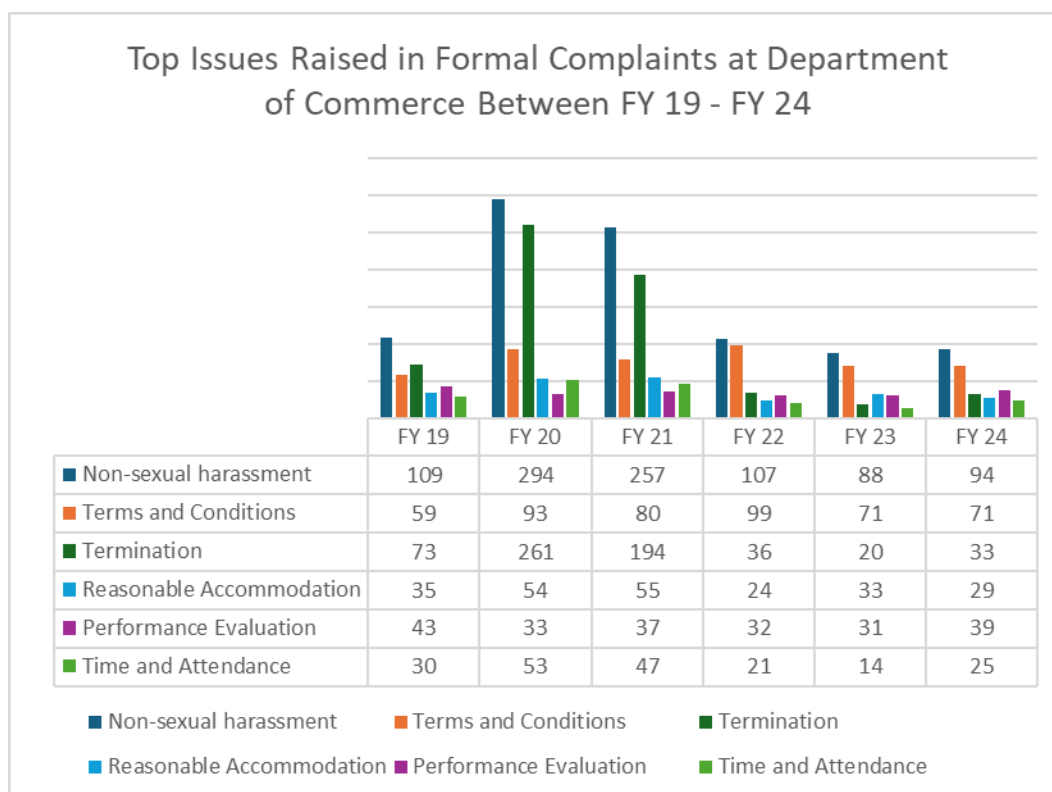
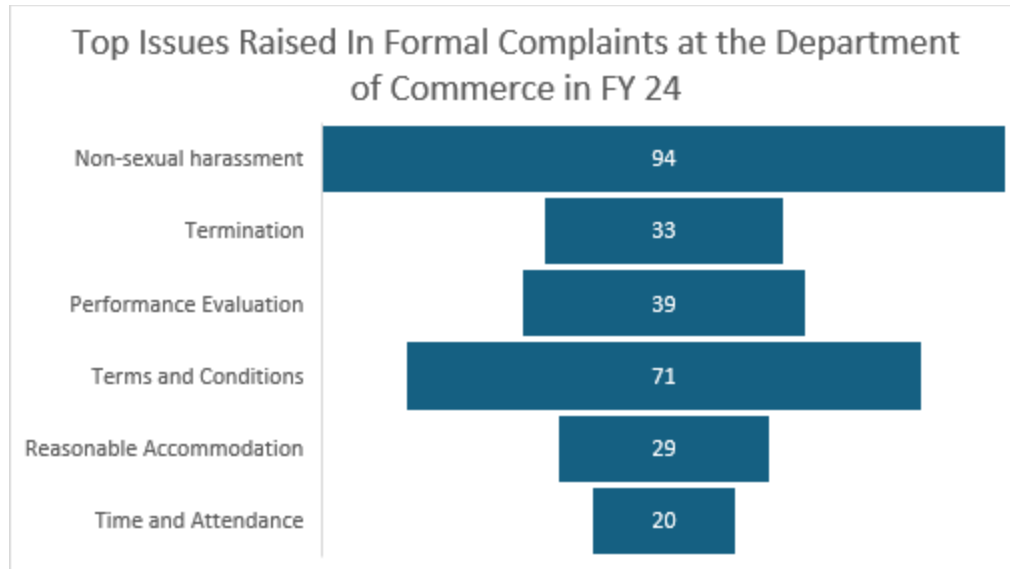


Reprisal, disability, race, age, and sex have consistently been among the top bases in formal EEO complaints filed at the Department of Commerce over the last five (5) years prior. Reprisal remained the top basis for the tenth consecutive year. FY 2022 marked the first time that religion was within the top five (5) bases but retreated from being in the top five (5) bases in FY 2023 and FY 2024. Also, disability has remained the second most common alleged basis this year, as it was in both FY 2023 and FY 2022.

Issues in Complaints:

In FY 2024, the top six (6) issues were non-sexual harassment (55%), terms and conditions of employment (43%), performance evaluations (24%), termination (20%), disability-based reasonable accommodation (18%), and time and attendance (15%). All these issues have appeared or been consistently in the top six (6) in the last several years, with non-sexual harassment consistently ranking first. The other issues have fluctuated in ranking. By comparison, in FY 2023, the top six (6) issues were non-sexual harassment (55%), termination (46%), terms and conditions of employment (51%), termination (18%), disability-based

reasonable accommodation (12%), religious accommodation (11%), and time and attendance/pay (11%). By comparison, in FY 2023, the top six (6) issues were non-sexual harassment (55%), terms and conditions of employment (44%), disability-based reasonable accommodation (21%), performance evaluations (19%), followed by promotion/non-selection and termination (both at 12.5%).



Findings of Discrimination

There were five (5) findings of discrimination in FY 24 rendered in Final Agency Decisions or Notice of Final Orders adopting the decisions of Administrative Judges of the Equal Employment Opportunity Commission (EEOC) or via a decision from the EEOC's Office of Federal Operations.¹ Three (3) of the five (5) findings resulted from 2020 Decennial Census complaints. 2020 Decennial Census operations resulted in a substantial number of complaints—more than 750. In non-Decennial Census years, the Department's range of formal complaints fluctuates and usually ranges in the mid to high 100s, only occasionally going below the mid-100s range and generally never exceeding 200. During FY 24, most of the remaining active Decennial complaints progressed to the decision-making phase of the EEO complaint process, including the three (3) findings issued by the EEOC. By comparison, there were four (4) findings of discrimination in FY 23, with two (2) of the four (4) findings resulted from 2020 Decennial Census complaints; and in FY 2022, there were six (6) findings of discrimination with three (3) of the six (6) resulted from 2020 Decennial Census complaints.

Any actions planned or taken to improve complaint or civil rights programs of the agency with the goal of eliminating discrimination and retaliation in the workplace.

In FY 24, the Department continued with its work to proactively prevent discrimination and retaliation, consistent with the EEOC's Management Directive (MD)-715 requirements, including several programs that it participated in.

To combat the recent surge in religious intolerance and hatred throughout the country, and to help keep this from impacting the Department's work environments, the Department increased its messaging on religious discrimination, including on posters.

In FY 25, we will continue our work in even-handed civil rights complaint processing, evaluation, and education.

Part 5.c.: Class Action Complaints

During FY 2024, there were no class complaints filed against the Department.

Part 6. Budgetary Adjustments

Section 5, Part 724.302(a)(8) requires agencies to report:

For each fiscal year, any adjustment needed or made to the budget of the agency to comply with its Judgment Fund reimbursement obligation(s) incurred under 5 C.F.R. § 724.103.

¹ Cases made via appeal decision from the EEOC's Office of Federal Operations are not reflected in the total in the table attached to this report.

Response: The Department has not made or needed to make adjustments to its budget to comply with its Judgment Fund reimbursement obligation(s) incurred under 5 C.F.R. § 724.103.

Part 7. Training Plan

Section 5, Part 724.302(a)(9) requires agencies to report:

The agency's written plan developed under 5 C.F.R. § 724.203(a) to train its employees.

Response:

The Department's specific No FEAR Act training module is hosted on the Commerce Learning Center platform and available in other formats (e.g. hard copies of the materials) for those who do not have computer access. The training module is assigned to all new employees to take within 90 days of onboarding and available to all current employees who have not met their biennial requirement. In FY2024, the Department obtained the services of a training specialist via contract to revise the module to improve the look and feel, thereby enhancing the learning experience, and to work with and oversee the administration of the module and to track its progress to completion. The revised No FEAR Act module was made available beginning on September 16, 2024 to all new and current employees via a Broadcast announcement sent out to all Department federal employees and political appointees (excluding USPTO), instructing them on the requirement and explaining how to access the training. It was recently reported that over 90% of the Department's employees (not exempt from the requirement) completed the training.

Distribution List:

The Honorable Mike Johnson
Speaker of the House of Representatives
568 Cannon House Office Building
Washington, DC 20515

The Honorable Chuck Grassley
President Pro Tempore, U.S. Senate
135 Hart Senate Office Building
Washington, DC 20510

The Honorable Rand Paul, Chairman
The Committee on Homeland Security and Governmental Affairs
340 Dirksen Senate Office Building
Washington, DC 20510

The Honorable James Comer, Chairman
Committee on Oversight and Accountability
2154 Rayburn House Office Building
Washington, DC 20515

The Honorable Susan Collins, Chairwoman
Senate Committee on Appropriations
Room S-128, The Capitol
Washington, DC 20510

The Honorable Lindsey Graham, Chairman
Senate Committee on Budget
624 Dirksen Senate Office Building
Washington, DC 20510

The Honorable Shelley Moore Capito, Chairwoman
Senate Committee on Environment and Public Works
410 Dirksen Senate Office Building
Washington, DC 20510

The Honorable Ted Cruz, Chairman
Senate Committee on Commerce, Science and Transportation
254 Russell Senate Building
Washington DC 20510

The Honorable Dan Sullivan, Chairman
Senate Subcommittee on Coast Guard, Maritime, and Fisheries
254 Russell Senate Building
Washington DC 20510

The Honorable Tom Cole, Chairman
House Committee on Appropriations
H-307 The Capitol
Washington, DC 20515

The Honorable Jodey Arrington, Chairman
House Committee on the Budget
204-E Cannon House Office Building
Washington, DC 20515

The Honorable Brett Guthrie, Chairman
House Committee on Energy and Commerce
2125 Rayburn House Office Building
Washington, DC 20515

The Honorable Jason Smith, Chairman
House Committee on Ways and Means
1102 Longworth HOB
Washington DC 20515

The Honorable Bruce Westerman, Chairman
House Committee on Natural Resources
1324 Longworth House Office Building
Washington, DC 20515

The Honorable Sam Graves, Chairman
House Committee on Transportation & Infrastructure
2165 Rayburn House Office Building
Washington, DC 20515

The Honorable Hal Rogers, Chairman
House Subcommittee on Commerce, Justice, Science, and Related Agencies
H-310 The Capitol
Washington, DC 20515

The Honorable Pete Sessions, Chairman
House Subcommittee on Government Operations and the Federal Workforce
2204 Rayburn House Office Building
Washington, DC 20515

Andrea Lucas, Acting Chair
Equal Employment Opportunity Commission
(via email to OFONOFEAR@eeoc.gov)

Attorney General Pam Bondi
U.S. Department of Justice
(via email to DOJExecSec@usdoj.gov)

Charles Ezell, Acting Director
U.S. Office of Personnel Management
(via email employeeaccountability@opm.gov)

Attachment 1

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

DOC (Includes Sub-Level Offices)

For 4th Quarter 2024 for period ending September 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	196	531	418	196	160	164
Number of Complainants	186	526	413	188	154	155
Repeat Filers	10	5	5	7	6	9

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	
Race	72	204	156	65	67	63
Color	40	68	77	35	31	31
Religion	23	42	18	62	20	8
Reprisal	134	255	219	130	90	120
Sex	86	174	145	53	47	56
PDA	0	6	6	1	2	2
National Origin	35	63	49	17	16	25
Equal Pay Act	0	1	1	0	1	1
Age	80	172	138	66	56	60
Disability	93	186	143	88	83	67
Genetics	0	3	1	6	1	4
Non-EEO	3	24	14	4	1	1

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Appointment/Hire	11	42	27	14	9	5
Assignment of Duties*	57	111	108	0	0	0
Awards	2	1	10	3	4	3
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	8
Removal	0	2	0	0	0	0
Other Disciplinary Actions**	0	0	0	15	14	20
Other 2**	0	0	0	0	0	0
Duty Hours*	1	4	1	0	0	0
Perf. Eval./ Appraisal	43	33	37	32	31	39
Examination/Test	0	1	0	0	1	0
Harassment						
Non-Sexual	109	294	257	107	88	94
Sexual	8	11	16	5	3	7
Medical Examination	0	0	0	1	0	0
Pay including overtime	10	39	47	10	7	11
Promotion/Non-Selection	23	39	38	18	20	17
Reassignment						
Reassignment: Denied/Directed	1	8	6	3	4	5
Directed	4	7	12	4	4	6
Reasonable Accommodation Disability	35	54	55	24	33	29
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	3	0	22	4	4
Retirement*	4	0	0	0	0	0
Sex-Stereotyping	0	1	0	0	1	0
Telework	9	16	9	8	6	9
Termination	73	261	194	36	20	33
Terms/Conditions of Employment*	59	93	80	0	0	0
Time and Attendance	30	53	47	21	14	25
Training	16	40	41	12	13	17
Other Terms/Conditions of Employment*	0	0	0	99	71	71
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	213.86	206.42	248.22	307.25	207.38	193.02
Average number of days in final action	26.42	29.53	48.84	70.64	18.58	23.30
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	224.13	211.1	246.13	260.88	215.87	197.96
Average number of days in final action	13.28	10.16	35.63	46.38	12.56	19.51
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	206.26	202.25	252.09	298.1	202.98	184.79
Average number of days in final action	39.1	42.7	64.86	100.27	35.96	29.92

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	13	33	66	29	19	17
Average days pending prior to dismissal	97.77	76.73	184.92	94.92	183.16	15.47
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	12	24	32	19	15	7

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		2		7		4		3	
Without Hearing	2	100	0	0	2	100	5	71	2	50	1	33
With Hearing	0	0	0	0	0	0	2	29	2	50	2	67

[illegible]

Findings After Hearing	0		0		0		2		2		2	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
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	1	50.00
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	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
Finding Without Hearing	2		0		2		5		2		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	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	1	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

** are reported under Other Disciplinary Actions.

[illegible]

[illegible]

Findings Without Hearing	2		0		2		5		4		1	
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												
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	1	100
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					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	143	0	364	260	160	149
Total Complainants	135	0	354	253	153	134
Number complaints pending						
Investigation	2	0	15	1	0	9
ROI issued, pending Complainant's action	0	0	3	1	39	15
Hearing	123	0	236	222	86	82
Final Agency Action	15	0	60	17	14	17
Appeal with EEOC Office of Federal Operations	13	0	13	1422	99	74

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	2	22	139	1	0	0