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

Bureau of Fiscal Service (BFS)

For 1st Quarter 2023 for period ending December 31, 2022

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	ata	2022 Th 12 21							
	2018	2019	2020	2021	2022	2023 Thru 12-31						
Number of Complaints Filed	20	17	17	7	17	4						
Number of Complainants	19	16	16	6	16	3						
Repeat Filers	1	1	1	1	1	1						

Complaints by Dagis		(Compa	rative]	Data	
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	2023
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	Thru 12-31
Race	9	9	9	5	12	3
Color	2	4	3	2	7	3
Religion	1	0	1	2	0	0
Reprisal	8	10	10	1	12	1
Sex	5	8	6	3	11	1
PDA	0	0	0	0	0	0
National Origin	1	0	1	1	2	0

Equal Pay Act	0	0	0	0	0	0
Age	6	9	6	3	8	1
Disability	10	8	6	1	4	2
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	2	1	0

Complaints by Issue		C	ompar	ative D	ata	
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
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.	2018	2019	2020	2021	2022	2023 Thru 12-31
Appointment/Hire	1	1	0	0	0	0
Assignment of Duties*	4	2	4	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	3	2	0	0	0	0
Suspension	2	1	1	1	0	1
Removal	0	1	0	0	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	1	1	0	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	3	2	2	1	4	0

Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	6	9	5	9	3
Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	0	0	0	0
Promotion/Non-Selection	2	4	2	1	6	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	2	0	0	0	0
Reasonable Accommodation Disability	3	2	3	0	2	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	3	0	0	0
Termination	2	0	0	0	2	1
Terms/Conditions of Employment*	3	1	4	0	0	0
Time and Attendance	2	3	1	0	0	0
Training	0	0	1	0	2	0
Other Terms/Conditions of Employment*	0	0	0	0	5	0
User Defined - Other 1*	0	0	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

				C	ompa	rative D	ata	
Processing Time		Prev	ious	Fis	scal Y	ear Data	a	2023 Thru
	2018	2018 2019 2020				2021	2022	12-31
Complaints pending during fi	scal yea	ar						
Average number of days in investigation	177.4	1 218	3.07	11	8.82	102.33	108.75	5 125.67
Average number of days in final action	44.00	27.	.43	3:	5.63	27.18	19.00	39.00
Complaint pending during fis	cal yea	r where	e hear	rin	g was	requeste	d	
Average number of days in investigation	172.3	8 215	5.82	12	25.14	102.33	106.33	3 73.00
Average number of days in final action	36.00) 25.	.25	3:	3.47	27.18	5.33	0
Complaint pending during fis	cal yea	r where	e hear	rin	g was	not requ	ested	
Average number of days in investigation	194.0	0 224	25	8	9.33	0	116.00	197.00
Average number of days in final action	46.00	32.	.40	4.	3.75	0	32.67	0
					Con	ıparativ	e Data	
Complaints Dismissed by A	gency	Pr	evio	us]	Fiscal	Year D	ata	2023 Thru
		2018	201	9	2020	2021	2022	12-31
Total Complaints Dismissed b Agency	ру	2	2		1	2	4	1
Average days pending prior to dismissal)	129	31		19	42.5	19.25	7
Compla	nints W	ithdra	wn b)y	Comp	lainants	3	
Total Complaints Withdrawn Complainants	by	0	3		3	4	0	0

						C	om	para	ati	Comparative Data													
Total Final Agency Actions			Pro	ev	iou	s Fi	scal	l Ye	ar	Da	ta			2023									
Finding Discrimination	2	2018	8	20	019		202	0	20	021	2	022		Chru 31									
	#	9,	6	#	%	, #	9	%	#	%	#	9/	o #	#	%								
Total Number Findings	1			0		1			0		0		()									
Without Hearing	1	10	00	0	0	1	1	00	0	0	0	0	()	0								
With Hearing	0	()	0	0	0		0	0	0	0	0	()	0								
Findings of Discrimination						(Cor	npa	rat	ive	Dat	a											
Rendered by Basis			Previo				Fis	cal	Ye	ar l	Data	ı			023								
Note: Complaints can be filed		2018			20	19	2	2020		20	21	20)22	1	hru 2-31								
alleging multiple bases. The sum of the bases may not equal total complaints and findings.		#	%		#	%	#	%	b	#	%	#	%	#	%								
Total Number Findings		1			0		1			0		0		0									
Race		1	100)	0	0	0	0		0	0	0	0	0	0								
Color		1	100)	0	0	0	0		0	0	0	0	0	0								
Religion		0	0		0	0	0	0		0	0	0	0	0	0								
Reprisal		1	100)	0	0	0	0		0	0	0	0	0	0								
Sex		0	0		0	0	0	0		0	0	0	0	0	0								
PDA		0	0		0	0	0	0		0	0	0	0	0	0								
National Origin		0	0		0	0	0	0		0	0	0	0	0	0								
Equal Pay Act		0	0		0	0	0	0		0	0	0	0	0	0								
Age		0	0		0	0	0	0		0	0	0	0	0	0								
Disability		1	100)	0	0	1	10	0	0	0	0	0	0	0								
Genetics		0	0		0	0	0	0		0	0	0	0	0	0								
Non-EEO		0	0	Ì	0	0	0	0	Ì	0	0	0	0	0	0								

Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		1		0		0		0	
Race	1	100	0	0	0	0	0	0	0	0	0	0
Color	1	100	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	100	0	0	1	100	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

	Comparative Data												
Findings of Discrimination		P	rev	ious	Fis	cal Ye	ear	Data	a		2023		
Rendered by Issue	2	018	2019		2020		2021		2022			ru 12- 31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		1		0		0		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	
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		-				-						-	
Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0
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	1	100	0	0	1	100	0	0	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	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	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	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		0		0		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
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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0
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	0	0	0	0	0	0	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	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	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	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	1		0		1		0		0		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	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
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												
Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0
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	1	100	0	0	1	100	0	0	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	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	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	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			
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data												
			Previous Fiscal Year Data									2023 Thru 12-			
)18	20	19	2020	20	021	20	22		u 12- 31			
Total complaints from previous Fiscal Years			32	2	4	9 4		4	2		12				
Total Complainants			30	2	3	8		4	2	2 1		11			
Number complaints pending															
Investigation			1	()	0		0		0		2			
ROI issued, pending Complainant's action			0	()	0		0	()		0			
Hearing			30	2	3	8 4 2		2	8						
Final Agency Action			0		1	1		0	()		2			
				Comparative Data											
Complaint Investigations			Previous Fiscal Year Data 2023												
			018	20)19	2020	2	021	20	22		ru 12- 31			
Pending Complaints Where Investigations Exceed Required Time Frames			0		0	0		0		0		0			