Equal Employment Opportunity Data Pursuant to the No Fear Act

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

			Compa	arative	Data		
Complaint Activity]	Previou	s Fisca	l Year	Data		
	2018	2019	2020	0 20	21	2022	2023
Number of Complaints Filed	93	86	62	4	4	57	64
Number of Complainants	90	82 60		4	2	56	62
Repeat Filers	3	4	2	2	2	1	2
			Co	ompara	tive I	Data	
Complaints by Basis		Pro	evious 1	Fiscal Y	Year]	Data	
Note: Complaints can be filed alleg multiple bases. The sum of the bases not equal total complaints filed.	2018	2019	2020	2021	1 2022	2023	
Race		50	49	26	19	16	32
Color		28	19	15	12	13	10
Religion		10	8	3	1	6	1
Reprisal		44	47	40	33	33	34
Sex		46	.6 40		16	22	26
PDA		0	0 0		0	0	0
National Origin		17	16	6	2	8	6
Equal Pay Act		5	5	3	0	0	1
Age		31	33	23	12	20	28
Disability		38	45	32	19	29	36
Genetics		0	2	2	0	0	4
Non-EEO		0	0	0	0	1	3

		Co	ompara	tive Da	ata	
Complaints by Issue	Pro	evious 1	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
Appointment/Hire	3	6	4	1	4	8
Assignment of Duties*	0	0	0	0	0	0
Awards	1	3	2	3	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	1	1
Reprimand**	0	0	0	0	0	0
Suspension	4	2	3	1	2	0
Removal	2	2	0	1	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	8	10	11	8	8	5
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	6	19	19	13	9	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	51	56	36	25	25	21
Sexual	3	1	0	0	1	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	5	1	1	0	0

Promotion/Non-Selection		17	14	16	1	3	10	13
Reassignment						-		
Denied		4	0	3	1		1	1
Directed		2	7	3	1		1	3
Reasonable Accommodation Disa	bility	18	19	18	7	7	10	10
Reinstatement*		0	0	0	C)	0	0
Religious Accommodation		1	1	0	C)	2	0
Retirement*		0	0	0	C)	0	0
Sex-Stereotyping		1	1	0	C)	1	0
Telework		4	13	6	C)	1	1
Termination		5	2	1	3	;	5	10
Terms/Conditions of Employment	0	0	0)	0	0	
Time and Attendance		7	15	10	2	2	5	1
Training		4	9	7	3	;	1	2
Other Terms/Conditions of Emplo	oyment*	18	22	15	1	1	14	18
User Defined - Other 1*		0	0	0	C)	0	0
User Defined - Other 2*		0	0	0 0)	0	0
User Defined - Other 3*		0	0	0	C)	0	0
User Defined - Other 4*		0	0	0	C)	0	0
			Compai	ative l	Data	1		
Processing Time		Previous	Fiscal	Year I)ata			
	2018	2019	2020	202	21	20)22	2023
Complaints pending during fiscal	year		-					
Average number of days in investigation	278.24	299.59	229.53	3 256.	65	250	0.42	245.11
Average number of days in final action	46.96	31.51	42.49	38.0	56	39	.64	73.02

	-	<u> </u>					<u> </u>					
Without Hearing	1	50	0	0	0	0	0	0	0	0	0	0
Total Number Findings	1		2		1	•	0		2		1	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Final Agency Actions Finding Discrimination	20)18		019		020		021		022	2	023
T-4-1 T* 1 A A			Pre	evious		npara scal Y						
Companianto	+						4:		<u> </u>			
Total Complaints Withdrawn by Complainants		6		9	8		13			5		14
Complaints	Wit	thdra	ndrawn by Complainants									
Average days pending prior to dismissal	2	61.83	; 2	40.13		3.12	20	1.17	54	42.71	16	51.13
Total Complaints Dismissed by Agency		18		8	17			6		7		16
	2018 2		2019	2020		2021		2022		2	023	
Complaints Dismissed by Agency			Pr	evious	s Fi	scal Y	(ear	r Dat	a			
					Coi	npara	ativ	e Da	ta			
Average number of days in final action	46	5.56	7	7.22	65	5.05		0	24	46.00	21	5.45
Average number of days in investigation	210	0.31	25	53.95	21	9.31	236.00		23	38.36	24	5.36
Complaint pending during fiscal y	ear	where	e he	earing	wa	s not 1	equ	iestec	1			
Average number of days in final action	48	8.58	1	19.55).15	23.72		2	6.76	12	2.20
Average number of days in investigation	28	6.03	32	22.89	23	5.35	26	3.04	25	55.04	24	4.25
Average number of days in		< 0.0						a o 4				

Findings of Discrimination				(Con	para	tive	Dat	a			
Rendered by Basis]	Pre	vious	Fis	cal Ye	ear	Data	a			
Note: Complaints can be filed	2	018	2	019	2	020	20)21	2	022	2	023
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		2		1	
Race	1	100	1	50	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	2	100	1	100	0	0	2	100	0	0
Sex	0	0	1	50	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	1	100
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 After Hearing	1		2		1		0		2		1	
Race	1	100	1	50	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	2	100	1	100	0	0	2	100	0	0
Sex	0	0	1	50	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	1	100
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	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

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

				С	om	parat	ive	Data	ł				
Findings of Discrimination		F	Prev	vious 1	Fisc	al Ye	ar l	Data					
Rendered by Issue	、	2018		2	2019		020	20	2021)22	2	023
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		2		1		0		2		1		

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		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
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	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		1		1		1		1		1		1
Non-Sexual	0	0	0	0	1	100	0	0	1	50	0	0
Sexual	0	0	1	50	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	1	100	2	100	0	0	0	0	0	0	0	0
Reassignment		1		1		1		1		1		1
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	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	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	1	50	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	1		2		1		0		2		1	
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	1	50	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	1	50	0	0
Sexual	0	0	1	50	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	1	100	2	100	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	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	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	1	50	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0

r	1		11									
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	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			4		4	-			-			
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
	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
			T			Cor	npara	ative	e Da	ita		
Pending Complaints Filed in P	revi	ous		Pre	eviou	ıs F	iscal	Yea	r Da	ata		
Fiscal Years by Status	15				201	9	2020	202	21	202	2	2023
Total complaints from previous Fis Years	Fiscal 97			97	98	;	72	5.	4	39		18
Total Complainants				95	94		69	4	8	36	İ	18
Number complaints pending								4				
Investigation				2	1		2	C		0		0

ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	93	86	66	48	28	14
Final Agency Action	3	9	5	3	9	3
Appeal with EEOC Office of Federal Operations	119	128	136	144	154	162
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023
Pending Complaints Where Investigations	1	0	4	0	1	1