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

## HQ (and below)

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

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2023Thru12-31						
	2018	2019	2020	2021	2022	20251 III u 12-51						
Number of Complaints Filed	63	67	83	76	70	12						
Number of Complainants	60	65	80	70	67	11						
Repeat Filers	3	1	3	6	3	1						

Complaints by Dasis	Comparative Data												
Complaints by Basis	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.	2018	2019	2020	2021	2022	2023Thru12- 31							
Race	32	34	48	45	26	6							
Color	7	15	24	28	13	1							
Religion	1	3	3	3	6	1							
Reprisal	31	46	44	56	36	6							
Sex	20	29	32	32	29	3							
PDA	0	0	0	2	0	0							

National Origin	4	6	9	12	11	1
Equal Pay Act	0	0	0	0	0	0
Age	16	24	28	27	19	5
Disability	20	30	24	28	29	5
Genetics	0	2	0	0	0	0
Non-EEO	0	1	4	5	2	1
Complete to be Income			Com	parativ	e Data	l
Complaints by Issue	Pr	evious	Fiscal `	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	2023Thru12- 31
Appointment/Hire	5	7	5	3	6	1
Assignment of Duties*	5	17	24	23	0	0
Awards	1	2	2	0	2	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	2	1	0	0
Reprimand**	3	6	11	6	0	0
Suspension	5	4	10	4	6	3
Removal	1	2	4	6	1	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	9	1
Other 2**	0	0	0	0	0	0

Duty Hours*	0	1	3	1	0	0
Perf. Eval./ Appraisal	8	10	18	25	9	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	22	23	46	53	23	5
Sexual	1	2	4	2	0	1
Medical Examination	0	2	3	1	1	0
Pay including overtime	2	5	5	3	2	0
Promotion/Non-Selection	7	11	13	14	8	0
Reassignment						
Denied	1	0	2	6	0	0
Directed	3	3	6	9	5	0
Reasonable Accommodation Disability	7	8	8	7	5	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	3	8	2	0	0
Termination	4	7	7	6	7	1
Terms/Conditions of Employment*	3	8	5	9	0	0
Time and Attendance	3	9	12	15	7	0
Training	2	7	4	0	1	1
Other Terms/Conditions of Employment*	0	0	0	0	24	1
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	<b>4</b> *	0	0		0	0	0	0
			(	Com	par	ative I	Data	-
<b>Processing Time</b>		Previo	us Fis	cal Y	Zea1	r Data		2023Thru12-
	2018	2019 2020			2	021	2022	31
Complaints pending during	g fiscal y	ear						
Average number of days in investigation	240.53	255.6	5 24	1.22	28	38.48	276.60	271.43
Average number of days in final action	132.11	160.8	5 16	5.81	26	55.56	108.18	40.13
Complaint pending during	fiscal ye	ar whe	re hear	ring	was	reques	sted	
Average number of days in investigation	215.60	244.9	5 25	3.71	30	)5.97	268.15	364.67
Average number of days in final action	77.85	107.8	2 87	7.43	4	1.67	41.41	39.30
Complaint pending during	fiscal ye	ar whe	re hear	ring	was	not re	quested	
Average number of days in investigation	253.89	264.3	7 23	1.71	26	58.45	257.83	201.00
Average number of days in final action	249.67	294.3	8 32	2.57	36	57.77	133.24	40.25
				(	Com	parat	ive Data	l
Complaints Dismissed Agency	d by	Pro	evious	Fisc	al Y	Year D	ata	2023Thru12-
rigency		2018	2019	20	20	2021	2022	31
Total Complaints Dismisso Agency	ed by	0	12		5	2	6	1
Average days pending prid dismissal	or to	0	232	19	91	171	379	129
Com	plaints <b>V</b>	Withdr	awn b	y C	omp	olainai	nts	
Total Complaints Withdra Complainants	wn by	7	5	(	6 6		7	1

	Comparative Data											
Total Final Agency		I	Prev	vious	Fis	cal Ye	ear	Data			20237	Thru12-
Actions Finding Discrimination	2	018	2	019	2	020	2	021	2	022		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		2		1		0		0	
Without Hearing	1	100	1	100	2	100	1	100	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of	Comparative Data											
Discrimination Rendered by Basis		]	Pre	vious	Fis	cal Y	ear	Data	,		2023	Γhru12-
Note: Complaints can be								022	31			
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	1		1		1		0		1		0	
Race	0	0	1	100	1	100	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	1	100	0	0	0	0	0	0	1	100	0	0
Sex	0	0	1	100	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	1	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	100	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 After Hearing	0		0		0		0		1		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	1	100	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	1	100	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		1		1		0		0		0	
Race	0	0	1	100	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	1	100	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	1	100	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.

					(	Comp	ara	tive	Dat	a		
Findings of Discrimination			Pre	vious	Fis	cal Y	ear	Data	ì		20237	
Rendered by Issue	2	018	2	019	2	020	20	)21	2022			31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	1		1		1		0		1		0	
Appointment/Hire	0	0	1	100	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	1	100	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	1	100	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	1	100	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		1		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	1 1							ı			ı	ı
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	1	100	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	1	100	0	0	0	0	0	0

	_									I	I	
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	1	100	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
					4							

			7		2	1		2		2	34	
Number complaints pend	ling		I			1	- 1				I	
Total Complainants			78	3	66	5.	5	77		64		99
Total complaints from pre Fiscal Years	viou	ıs	82	2	73	5	57			65	106	
11011040 119041 10419 Dy			201	18	2019	202	20	2021 2022		31		
Pending Complaints Fi Previous Fiscal Years by			Previous Fiscal Year Data 2023Th								hru12	
						C	om	para	tive	e Data	1	
User Defined - Other 4*	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 2*	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
Other Terms/Conditions of Employment*	0	0	$\mid 0 \mid$	0	0	0	0	0	0	0	0	0
Training	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
Terms/Conditions of Employment*	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
Telework	0	0	0	0	0	0	0	0	0	0	0	0

Appeal with EEOC Office of Federal Operations	17	24	33	41	47	54
			Com	parativ	ve Data	ı
Complaint Investigations	Pro	evious ]	2023Thru12-			
	2018	2019	2020	2021	2022	31
Pending Complaints Where Investigations Exceed Required	7	2	5	12	3	2