

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

DHS (and below)

For 2nd Quarter 2023 for period ending March 31, 2023

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2023Thru03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Number of Complaints Filed | 1517 | 1304 | 1321 | 1163 | 1802 | 684 |
| Number of Complainants | 1456 | 1262 | 1252 | 1091 | 1698 | 670 |
| Repeat Filers | 56 | 39 | 61 | 63 | 98 | 12 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2023Thru03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 523 | 431 | 479 | 394 | 466 | 219 |
| Color | 208 | 167 | 213 | 163 | 218 | 90 |
| Religion | 70 | 55 | 59 | 71 | 526 | 71 |
| Reprisal | 786 | 689 | 735 | 682 | 701 | 322 |
| Sex | 535 | 475 | 511 | 418 | 520 | 222 |
| PDA | 19 | 18 | 15 | 17 | 17 | 8 |
| National Origin | 272 | 188 | 235 | 218 | 215 | 122 |
| Equal Pay Act | 6 | 3 | 3 | 4 | 2 | 1 |

| | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Age | 419 | 387 | 434 | 370 | 426 | 170 |
| Disability | 428 | 419 | 427 | 351 | 510 | 210 |
| Genetics | 6 | 5 | 7 | 8 | 29 | 3 |
| Non-EEO | 89 | 71 | 91 | 101 | 117 | 56 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2023Thru03-31 |
| 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 | |
| Appointment/Hire | 103 | 97 | 112 | 67 | 84 | 43 |
| Assignment of Duties* | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 25 | 22 | 27 | 25 | 31 | 9 |
| Conversion to Full Time/Perm Status* | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 15 | 12 | 13 | 11 | 9 | 3 |
| Reprimand** | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 88 | 66 | 74 | 64 | 65 | 31 |
| Removal | 39 | 38 | 28 | 34 | 34 | 13 |
| Disciplinary Warning** | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Disciplinary Actions** | 152 | 125 | 123 | 129 | 156 | 58 |
| Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 161 | 144 | 144 | 143 | 139 | 51 |
| Examination/Test | 27 | 14 | 12 | 5 | 15 | 4 |
| Harassment | | | | | | |
| Non-Sexual | 657 | 636 | 708 | 585 | 648 | 294 |
| Sexual | 68 | 47 | 53 | 32 | 50 | 20 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Medical Examination | 34 | 39 | 31 | 18 | 199 | 19 |
| Pay including overtime | 49 | 54 | 59 | 36 | 53 | 24 |
| Promotion/Non-Selection | 248 | 222 | 207 | 175 | 206 | 93 |
| Reassignment | | | | | | |
| Denied | 35 | 23 | 26 | 19 | 27 | 6 |
| Directed | 58 | 44 | 40 | 31 | 51 | 15 |
| Reasonable Accommodation Disability | 118 | 133 | 129 | 90 | 118 | 61 |
| Reinstatement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 12 | 7 | 10 | 13 | 43 | 11 |
| Retirement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 1 | 0 | 1 | 0 | 0 | 1 |
| Telework | 21 | 15 | 32 | 23 | 27 | 14 |
| Termination | 158 | 132 | 143 | 108 | 112 | 64 |
| Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 111 | 107 | 112 | 123 | 115 | 47 |
| Training | 40 | 42 | 38 | 29 | 61 | 18 |
| Other Terms/Conditions of Employment* | 490 | 345 | 348 | 348 | 721 | 199 |
| 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 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2023Thru03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 272.41 | 286.06 | 239.73 | 272.24 | 264.94 | 274.25 |
| Average number of days in final action | 107.72 | 122.71 | 158.85 | 198.83 | 117.79 | 32.19 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |

| | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|--------|---|---|----|---|----------------------|---|
| Average number of days in investigation | 253.54 | 271.54 | 226.53 | 253.99 | 272.41 | 275.09 | | | | | | |
| Average number of days in final action | 65.43 | 71.48 | 86.91 | 82.84 | 76.02 | 28.02 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 300.53 | 303.44 | 266.48 | 296.21 | 250.10 | 274.98 | | | | | | |
| Average number of days in final action | 177.73 | 284.60 | 346.75 | 366.73 | 177.12 | 40.50 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2023Thru03-31 | |
| | 2018 | 2019 | 2020 | 2021 | 2022 | | | | | | | |
| Total Complaints Dismissed by Agency | 185 | 94 | 109 | 78 | 123 | | | | | | 105 | |
| Average days pending prior to dismissal | 276 | 190 | 319 | 236 | 242 | | | | | | 143 | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 139 | 153 | 143 | 120 | 140 | | | | | | 105 | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2023Thru03-31 | |
| | 2018 | 2019 | 2020 | 2021 | 2022 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2023Thru03-31 | |
| | 2018 | 2019 | 2020 | 2021 | 2022 | | | | | | | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 8 | | 15 | | 44 | | 9 | | 23 | | 15 | |

| | | | | | | | | | | | | |
|---------------------------------|---|-----|----|----|----|----|---|----|----|----|----|----|
| Race | 2 | 25 | 5 | 33 | 9 | 20 | 1 | 11 | 1 | 4 | 6 | 40 |
| Color | 2 | 25 | 1 | 7 | 4 | 9 | 0 | 0 | 1 | 4 | 3 | 20 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 8 | 100 | 5 | 33 | 22 | 50 | 2 | 22 | 16 | 70 | 7 | 47 |
| Sex | 2 | 25 | 5 | 33 | 14 | 32 | 3 | 33 | 3 | 13 | 8 | 53 |
| PDA | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 1 | 13 | 0 | 0 | 9 | 20 | 1 | 11 | 3 | 13 | 3 | 20 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 |
| Age | 0 | 0 | 5 | 33 | 13 | 30 | 1 | 11 | 3 | 13 | 3 | 20 |
| Disability | 4 | 50 | 4 | 27 | 16 | 36 | 5 | 56 | 12 | 52 | 4 | 27 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 4 | 9 | 0 | 0 | 0 | 0 | 1 | 7 |
| Findings After Hearing | | | | | | | | | | | | |
| Race | 7 | | 4 | | 25 | | 3 | | 7 | | 13 | |
| Color | 2 | 29 | 1 | 25 | 3 | 12 | 0 | 0 | 1 | 14 | 6 | 46 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 7 | 100 | 2 | 50 | 14 | 56 | 0 | 0 | 6 | 86 | 6 | 46 |
| Sex | 2 | 29 | 1 | 25 | 7 | 28 | 1 | 33 | 2 | 29 | 7 | 54 |
| PDA | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 1 | 14 | 0 | 0 | 6 | 24 | 0 | 0 | 2 | 29 | 3 | 23 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 8 | 32 | 0 | 0 | 2 | 29 | 3 | 23 |
| Disability | 4 | 57 | 1 | 25 | 11 | 44 | 2 | 67 | 5 | 71 | 4 | 31 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 2 | 8 | 0 | 0 | 0 | 0 | 1 | 8 |
| Findings Without Hearing | | | | | | | | | | | | |
| Race | 1 | | 11 | | 19 | | 6 | | 16 | | 2 | |
| Color | 0 | 0 | 4 | 36 | 6 | 32 | 1 | 17 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 1 | 9 | 3 | 16 | 0 | 0 | 1 | 6 | 0 | 0 |

| | | | | | | | | | | | | |
|-----------------|---|-----|---|----|---|----|---|----|----|----|---|----|
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 100 | 3 | 27 | 8 | 42 | 2 | 33 | 10 | 63 | 1 | 50 |
| Sex | 0 | 0 | 4 | 36 | 7 | 37 | 2 | 33 | 1 | 6 | 1 | 50 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 3 | 16 | 1 | 17 | 1 | 6 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 |
| Age | 0 | 0 | 5 | 45 | 5 | 26 | 1 | 17 | 1 | 6 | 0 | 0 |
| Disability | 0 | 0 | 3 | 27 | 5 | 26 | 3 | 50 | 7 | 44 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 2 | 11 | 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.**

| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
|---|---------------------------|----|------|----|------|----|------|----|------|---|---------------|----|
| | Previous Fiscal Year Data | | | | | | | | | | 2023Thru03-31 | |
| | 2018 | | 2019 | | 2020 | | 2021 | | 2022 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 8 | | 15 | | 42 | | 9 | | 23 | | 15 | |
| Appointment/Hire | 0 | 0 | 1 | 7 | 3 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 1 | 7 | 2 | 5 | 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 | 1 | 4 | 0 | 0 |
| Reprimand** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 1 | 7 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 1 | 13 | 2 | 13 | 1 | 2 | 1 | 11 | 0 | 0 | 0 | 0 |
| Other Disciplinary Actions** | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 2 | 13 |
| Duty Hours* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 1 | 13 | 2 | 13 | 8 | 19 | 0 | 0 | 1 | 4 | 2 | 13 |

| | | | | | | | | | | | | |
|---------------------------------------|---|----|---|----|----|----|---|----|---|----|---|----|
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 3 | 38 | 6 | 40 | 19 | 45 | 3 | 33 | 9 | 39 | 6 | 40 |
| Sexual | 1 | 13 | 0 | 0 | 5 | 12 | 1 | 11 | 1 | 4 | 2 | 13 |
| Medical Examination | 1 | 13 | 0 | 0 | 2 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 |
| Promotion/Non-Selection | 1 | 13 | 2 | 13 | 9 | 21 | 0 | 0 | 3 | 13 | 5 | 33 |
| Reassignment | | | | | | | | | | | | |
| Denied | 1 | 13 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 7 |
| Directed | 1 | 13 | 1 | 7 | 5 | 12 | 0 | 0 | 0 | 0 | 1 | 7 |
| Reasonable Accommodation Disability | 0 | 0 | 2 | 13 | 2 | 5 | 3 | 33 | 7 | 30 | 3 | 20 |
| 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 | 2 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 1 | 7 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 |
| Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 1 | 7 | 1 | 2 | 1 | 11 | 1 | 4 | 2 | 13 |
| Training | 0 | 0 | 1 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 |
| Other Terms/Conditions of Employment* | 1 | 13 | 4 | 27 | 7 | 17 | 2 | 22 | 6 | 26 | 2 | 13 |
| 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 | | | | | | | | | | | | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 3 | 13 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | |
|--------------------------------------|---|----|---|----|----|----|---|----|---|----|---|----|
| Assignment of Duties* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 1 | 25 | 1 | 4 | 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 | 1 | 14 | 0 | 0 |
| Reprimand** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 1 | 14 | 1 | 25 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Disciplinary Actions** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 15 |
| Duty Hours* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 1 | 14 | 0 | 0 | 5 | 21 | 0 | 0 | 0 | 0 | 2 | 15 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 3 | 43 | 2 | 50 | 12 | 50 | 0 | 0 | 2 | 29 | 6 | 46 |
| Sexual | 1 | 14 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 2 | 15 |
| Medical Examination | 1 | 14 | 0 | 0 | 1 | 4 | 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 | 1 | 25 | 4 | 17 | 0 | 0 | 0 | 0 | 5 | 38 |
| Reassignment | | | | | | | | | | | | |
| Denied | 1 | 14 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 1 | 8 |
| Directed | 1 | 14 | 0 | 0 | 3 | 13 | 0 | 0 | 0 | 0 | 1 | 8 |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 1 | 4 | 2 | 67 | 4 | 57 | 2 | 15 |
| 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 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 1 | 14 | 0 | 0 |

| | | | | | | | | | | | | |
|---------------------------------------|---|----|----|----|----|----|---|----|----|----|---|----|
| Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 15 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 8 |
| Other Terms/Conditions of Employment* | 1 | 14 | 1 | 25 | 4 | 17 | 1 | 33 | 2 | 29 | 2 | 15 |
| 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 | | 11 | | 18 | | 6 | | 16 | | 2 | |
| Appointment/Hire | 0 | 0 | 1 | 9 | 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 | 6 | 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 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 1 | 9 | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 |
| Other Disciplinary Actions** | 0 | 0 | 0 | 0 | 1 | 6 | 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 | 2 | 18 | 3 | 17 | 0 | 0 | 1 | 6 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 0 | 0 | 4 | 36 | 7 | 39 | 3 | 50 | 7 | 44 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 4 | 22 | 1 | 17 | 1 | 6 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|---|----|---|----|---|----|--|
| Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | |
| Promotion/Non-Selection | 1 | 100 | 1 | 9 | 5 | 28 | 0 | 0 | 3 | 19 | 0 | 0 | |
| Reassignment | | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Directed | 0 | 0 | 1 | 9 | 2 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Reasonable Accommodation Disability | 0 | 0 | 2 | 18 | 1 | 6 | 1 | 17 | 3 | 19 | 1 | 50 | |
| 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 | 1 | 6 | 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 | 1 | 6 | 1 | 17 | 1 | 6 | 0 | 0 | |
| Training | 0 | 0 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Other Terms/Conditions of Employment* | 0 | 0 | 3 | 27 | 3 | 17 | 1 | 17 | 4 | 25 | 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 | | | | | 2023Thru03-31 | | | | | | | |
| | 2018 | 2019 | 2020 | 2021 | 2022 | | | | | | | | |
| Total complaints from previous Fiscal Years | 1910 | 1987 | 1844 | 1508 | 1128 | 1810 | | | | | | | |
| Total Complainants | 1719 | 1813 | 1703 | 1385 | 1057 | 1685 | | | | | | | |
| Number complaints pending | | | | | | | | | | | | | |
| Investigation | 84 | 110 | 89 | 154 | 254 | 748 | | | | | | | |

| | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| ROI issued, pending Complainant's action | 22 | 32 | 10 | 15 | 5 | 35 |
| Hearing | 1480 | 1363 | 1184 | 989 | 750 | 888 |
| Final Agency Action | 292 | 465 | 523 | 328 | 121 | 138 |
| Appeal with EEOC Office of Federal Operations | 761 | 974 | 1127 | 1019 | 1159 | 1217 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2023Thru03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 167 | 128 | 112 | 238 | 370 | 508 |