

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

HQ (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	63	67	83	76	70	29
Number of Complainants	60	65	80	70	67	28
Repeat Filers	3	1	3	6	3	1
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	32	34	48	45	26	16
Color	7	15	24	28	13	10
Religion	1	3	3	3	6	2
Reprisal	31	46	44	56	36	15
Sex	20	29	32	32	29	11
PDA	0	0	0	2	0	1
National Origin	4	6	9	12	11	3
Equal Pay Act	0	0	0	0	0	0

Age	16	24	28	27	19	12
Disability	20	30	24	28	29	10
Genetics	0	2	0	0	0	0
Non-EEO	0	1	4	5	2	3
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	5	7	5	3	6	2
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	2
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	3	1	0	0
Perf. Eval./ Appraisal	8	10	18	25	9	7
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	22	23	46	53	23	14
Sexual	1	2	4	2	0	1

Medical Examination	0	2	3	1	1	0
Pay including overtime	2	5	5	3	2	1
Promotion/Non-Selection	7	11	13	14	8	2
Reassignment						
Denied	1	0	2	6	0	1
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	3
Terms/Conditions of Employment*	3	8	5	9	0	0
Time and Attendance	3	9	12	15	7	2
Training	2	7	4	0	1	2
Other Terms/Conditions of Employment*	0	0	0	0	24	5
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	240.53	255.65	241.22	288.48	276.60	230.84
Average number of days in final action	132.11	160.85	165.81	265.56	108.18	36.38
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	215.60	244.95	253.71	305.97	268.15	277.45						
Average number of days in final action	77.85	107.82	87.43	41.67	41.41	36.20						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	253.89	264.37	231.71	268.45	257.83	193.54						
Average number of days in final action	249.67	294.38	322.57	367.77	133.24	35.25						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2023Thru03-31	
	2018	2019	2020	2021	2022							
Total Complaints Dismissed by Agency	0	12	5	2	6						2	
Average days pending prior to dismissal	0	232	191	171	379						127	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	7	5	6	6	7						3	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023Thru03-31	
	2018	2019	2020	2021	2022							
	#	%	#	%	#	%	#	%	#	%	#	%
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 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	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												
Race	0		0		0		0		1		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												
Race	1		1		1		0		0		0	
Color	0	0	1	100	1	100	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
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						2023Thru03-31					
	Previous Fiscal Year Data											
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	82	73	57	81	65	93						
Total Complainants	78	66	55	77	64	88						
Number complaints pending												
Investigation	7	2	1	2	2	15						

ROI issued, pending Complainant's action	1	0	0	0	0	5
Hearing	62	50	34	56	57	64
Final Agency Action	13	21	18	19	9	12
Appeal with EEOC Office of Federal Operations	17	24	33	41	47	55
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	7	2	5	12	3	1