

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

**ACF (and below)**

For 3rd Quarter 2023 for period ending June 30, 2023

| Complaint Activity         | Comparative Data          |      |      |      |      |                       |
|----------------------------|---------------------------|------|------|------|------|-----------------------|
|                            | Previous Fiscal Year Data |      |      |      |      | 2023<br>Thru<br>06-30 |
|                            | 2018                      | 2019 | 2020 | 2021 | 2022 |                       |
| Number of Complaints Filed | 17                        | 16   | 14   | 9    | 6    | <u>5</u>              |
| Number of Complainants     | 15                        | 13   | 14   | 9    | 6    | 5                     |
| Repeat Filers              | 1                         | 1    | 0    | 0    | 0    | 0                     |

| Complaints by Basis  | Comparative Data          |      |      |      |      |                       |
|--|---------------------------|------|------|------|------|-----------------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2023<br>Thru<br>06-30 |
| <b>Note: Complaints can be filed alleging multiple bases.<br/>The sum of the bases may not equal total complaints filed.</b> | 2018                      | 2019 | 2020 | 2021 | 2022 |                       |
| Race   | 6                         | 7    | 10   | 5    | 4    | <u>4</u>              |
| Color  | 4                         | 3    | 4    | 4    | 2    | <u>2</u>              |
| Religion   | 1                         | 1    | 3    | 0    | 1    | <u>1</u>              |
| Reprisal   | 12                        | 12   | 10   | 5    | 2    | <u>3</u>              |
| Sex  | 8                         | 9    | 7    | 7    | 2    | <u>0</u>              |
| PDA  | 0                         | 0    | 0    | 0    | 1    | <u>0</u>              |
| National Origin  | 3                         | 3    | 2    | 0    | 1    | <u>0</u>              |
| Equal Pay Act  | 0                         | 0    | 0    | 0    | 0    | <u>0</u>              |
| Age  | 2                         | 8    | 5    | 1    | 3    | <u>3</u>              |
| Disability   | 11                        | 10   | 7    | 3    | 3    | <u>3</u>              |
| Genetics   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>              |
| Non-EEO  | 0                         | 0    | 0    | 0    | 0    | <u>0</u>              |

| Complaints by Issue   | Comparative Data          |      |      |      |      |                           |
|---|---------------------------|------|------|------|------|---------------------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2023<br>Thru<br>06-<br>30 |
| <b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.<br/>Starting in FY2022, issues marked with:<br/>* are reported under Other Terms / Conditions of Employment.<br/>** are reported under Other Disciplinary Actions.</b> | 2018                      | 2019 | 2020 | 2021 | 2022 |                           |
| Appointment/Hire  | 0                         | 1    | 1    | 0    | 2    | <u>0</u>                  |
| Assignment of Duties*   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>                  |
| Awards  | 2                         | 0    | 0    | 1    | 0    | <u>1</u>                  |
| Conversion to Full Time/Perm Status*  | 0                         | 0    | 0    | 0    | 0    | <u>0</u>                  |
| <b>Disciplinary Action</b>  |                           |      |      |      |      |                           |
| Demotion  | 1                         | 0    | 1    | 0    | 0    | <u>0</u>                  |
| Reprimand**   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>                  |
| Suspension  | 2                         | 0    | 3    | 1    | 0    | <u>0</u>                  |
| Removal   | 1                         | 1    | 1    | 1    | 1    | <u>0</u>                  |
| Disciplinary Warning**  | 0                         | 0    | 0    | 0    | 0    | <u>0</u>                  |
| Other Disciplinary Actions**  | 2                         | 2    | 3    | 3    | 2    | <u>1</u>                  |
| Other 2**   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>                  |
| Duty Hours*   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>                  |
| Perf. Eval./ Appraisal  | 8                         | 7    | 8    | 5    | 4    | <u>1</u>                  |
| Examination/Test  | 0                         | 0    | 0    | 0    | 0    | <u>0</u>                  |
| <b>Harassment</b>   |                           |      |      |      |      |                           |
| Non-Sexual  | 13                        | 12   | 10   | 7    | 4    | <u>1</u>                  |
| Sexual  | 0                         | 0    | 1    | 0    | 0    | <u>0</u>                  |

| Complaints by Issue   | Comparative Data          |      |      |      |      |                       |
|---|---------------------------|------|------|------|------|-----------------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2023<br>Thru<br>06-30 |
| <b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.<br/>Starting in FY2022, issues marked with:<br/>* are reported under Other Terms / Conditions of Employment.<br/>** are reported under Other Disciplinary Actions.</b> | 2018                      | 2019 | 2020 | 2021 | 2022 |                       |
| Medical Examination   | 0                         | 0    | 0    | 1    | 0    | <u>1</u>              |
| Pay including overtime  | 0                         | 0    | 0    | 1    | 0    | <u>0</u>              |
| Promotion/Non-Selection   | 0                         | 1    | 1    | 2    | 1    | <u>3</u>              |
| <b>Reassignment</b>   |                           |      |      |      |      |                       |
| Denied  | 1                         | 0    | 2    | 1    | 0    | <u>1</u>              |
| Directed  | 1                         | 0    | 0    | 1    | 0    | <u>0</u>              |
| Reasonable Accommodation Disability   | 6                         | 6    | 5    | 2    | 0    | <u>1</u>              |
| Reinstatement*  | 0                         | 0    | 0    | 0    | 0    | <u>0</u>              |
| Religious Accommodation   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>              |
| Retirement*   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>              |
| Sex-Stereotyping  | 0                         | 0    | 0    | 1    | 0    | <u>0</u>              |
| Telework  | 3                         | 1    | 5    | 0    | 0    | <u>1</u>              |
| Termination   | 0                         | 0    | 2    | 0    | 0    | <u>0</u>              |
| Terms/Conditions of Employment*   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>              |
| Time and Attendance   | 3                         | 3    | 1    | 3    | 1    | <u>0</u>              |
| Training  | 5                         | 1    | 4    | 2    | 1    | <u>0</u>              |
| Other Terms/Conditions of Employment*   | 7                         | 8    | 6    | 6    | 2    | <u>0</u>              |
| User Defined - Other 1*   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>              |
| User Defined - Other 2*   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>              |

| Complaints by Issue   | Comparative Data          |      |      |      |      |                           |
|---|---------------------------|------|------|------|------|---------------------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2023<br>Thru<br>06-<br>30 |
|   | 2018                      | 2019 | 2020 | 2021 | 2022 |                           |
| <b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b><br><b>Starting in FY2022, issues marked with:</b><br><b>* are reported under Other Terms / Conditions of Employment.</b><br><b>** are reported under Other Disciplinary Actions.</b> |                           |      |      |      |      |                           |
| User Defined - Other 3*   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>                  |
| User Defined - Other 4*   | 0                         | 0    | 0    | 0    | 0    | <u>0</u>                  |

| Processing Time  | Comparative Data          |        |        |        |        |                       |
|--|---------------------------|--------|--------|--------|--------|-----------------------|
|  | Previous Fiscal Year Data |        |        |        |        | 2023<br>Thru<br>06-30 |
|  | 2018                      | 2019   | 2020   | 2021   | 2022   |                       |
| Complaints pending during fiscal year                                |                           |        |        |        |        |                       |
| Average number of days in investigation                              | 171.75                    | 179.35 | 169.36 | 158.38 | 163.86 | 164.25                |
| Average number of days in final action                               | 55.09                     | 74.33  | 70.38  | 24.33  | 326.00 | 242.00                |
| Complaint pending during fiscal year where hearing was requested     |                           |        |        |        |        |                       |
| Average number of days in investigation                              | 155.20                    | 191.60 | 184.33 | 149.00 | 156.60 | 174.33                |
| Average number of days in final action                               | 54.00                     | 36.75  | 45.57  | 31.00  | 218.50 | 242.00                |
| Complaint pending during fiscal year where hearing was not requested |                           |        |        |        |        |                       |
| Average number of days in investigation                              | 183.57                    | 161.86 | 155.75 | 186.50 | 182.00 | 134.00                |
| Average number of days in final action                               | 55.50                     | 104.40 | 244.00 | 11.00  | 433.50 | 0                     |

| Complaints Dismissed by Agency              | Comparative Data          |      |      |      |      |                       |
|---|---------------------------|------|------|------|------|-----------------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2023<br>Thru<br>06-30 |
|   | 2018                      | 2019 | 2020 | 2021 | 2022 |                       |
| Total Complaints Dismissed by Agency        | 2                         | 0    | 4    | 0    | 1    | <u>0</u>              |
| Average days pending prior to dismissal     | 823                       | 0    | 366  | 0    | 1370 | 0                     |
| <b>Complaints Withdrawn by Complainants</b> |                           |      |      |      |      |                       |
| Total Complaints Withdrawn by Complainants  | 1                         | 0    | 4    | 1    | 1    | <u>0</u>              |

| Total Final Agency Actions Finding Discrimination | Comparative Data          |   |      |   |      |   |      |   |      |   |                       |   |
|---|---------------------------|---|------|---|------|---|------|---|------|---|-----------------------|---|
|   | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2023<br>Thru<br>06-30 |   |
|   | 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 | <u>0</u>              | 0 |
| With Hearing                                      | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | <u>0</u>              | 0 |



| Findings of Discrimination Rendered by Basis  | Comparative Data          |   |      |   |      |   |      |   |      |   |                       |   |
|---|---------------------------|---|------|---|------|---|------|---|------|---|-----------------------|---|
|   | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2023<br>Thru<br>06-30 |   |
|   | 2018                      |   | 2019 |   | 2020 |   | 2021 |   | 2022 |   |                       |   |
| <u>Note: Complaints can be filed alleging multiple bases.<br/>The sum of the bases may not equal total complaints and findings.</u> | #                         | % | #    | % | #    | % | #    | % | #    | % | #                     | % |
| <b>Total Number Findings</b>  | 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 |
| <b>Findings After Hearing</b>   | 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 |

| Findings of Discrimination Rendered by Basis  | Comparative Data          |   |      |   |      |   |      |   |      |   |                       |   |
|---|---------------------------|---|------|---|------|---|------|---|------|---|-----------------------|---|
|   | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2023<br>Thru<br>06-30 |   |
|   | 2018                      |   | 2019 |   | 2020 |   | 2021 |   | 2022 |   |                       |   |
| <u>Note: Complaints can be filed alleging multiple bases.<br/>The sum of the bases may not equal total complaints and findings.</u> | #                         | % | #    | % | #    | % | #    | % | #    | % | #                     | % |
| 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 |
| <b>Findings Without Hearing</b>   | 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 |

| Findings of Discrimination Rendered by Basis  | Comparative Data          |   |      |   |      |   |      |   |      |   |                       |   |
|---|---------------------------|---|------|---|------|---|------|---|------|---|-----------------------|---|
|   | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2023<br>Thru<br>06-30 |   |
|   | 2018                      |   | 2019 |   | 2020 |   | 2021 |   | 2022 |   |                       |   |
| #   | %                         | # | %    | # | %    | # | %    | # | %    | # | %                     |   |
| <b><u>Note: Complaints can be filed alleging multiple bases.</u></b><br><b><u>The sum of the bases may not equal total complaints and findings.</u></b> |                           |   |      |   |      |   |      |   |      |   |                       |   |
| 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.

| Findings of Discrimination Rendered by Issue | Comparative Data          |   |      |   |      |   |      |   |      |   |                       |   |
|--|---------------------------|---|------|---|------|---|------|---|------|---|-----------------------|---|
|  | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2023<br>Thru<br>06-30 |   |
|  | 2018                      |   | 2019 |   | 2020 |   | 2021 |   | 2022 |   |                       |   |
|  | #                         | % | #    | % | #    | % | #    | % | #    | % | #                     | % |
| <b>Total Number Findings</b>                 | 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                                      |                           |   |      |   |      |   |      |   |      |   |                       |   |

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