

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

ACF (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	18	17	14	9	6	10
Number of Complainants	16	14	14	9	6	10
Repeat Filers	1	1	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	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	7	8	10	5	4	6
Color	4	3	4	4	2	4
Religion	1	1	3	0	1	2
Reprisal	11	12	10	5	2	7
Sex	9	10	7	7	2	3
PDA	0	0	0	0	1	0

National Origin	3	3	2	0	1	0
Equal Pay Act	0	0	0	0	0	0
Age	2	9	5	1	3	5
Disability	11	11	7	3	3	5
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	0	0	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
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	0	1	1	0	2	2
Assignment of Duties*	4	4	4	6	0	0
Awards	2	0	0	1	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	0	0
Reprimand**	1	1	3	2	0	0
Suspension	2	0	3	1	0	0
Removal	1	1	1	1	1	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	1	2	2
Other 2**	0	0	0	0	0	0

Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	7	7	8	4	4	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	14	12	10	7	4	2
Sexual	0	0	1	0	0	1
Medical Examination	0	0	0	1	0	1
Pay including overtime	0	0	0	1	0	0
Promotion/Non-Selection	0	2	1	2	1	4
Reassignment						
Denied	0	0	2	1	0	1
Directed	1	0	0	0	0	0
Reasonable Accommodation Disability	6	6	5	2	0	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	1	5	0	0	1
Termination	0	0	3	0	0	0
Terms/Conditions of Employment*	4	6	3	3	0	0
Time and Attendance	3	3	1	3	1	0
Training	5	1	4	2	1	0
Other Terms/Conditions of Employment*	0	0	0	0	2	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 4*	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	171.75	180.11	169.36	158.38	163.86	182.14
Average number of days in final action	55.09	74.33	107.67	24.33	326.00	242.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	155.20	191.73	184.33	149.00	156.60	154.60
Average number of days in final action	54.00	36.75	90.62	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	251.00
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					2023Thru09-30
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	1	0	3	0	1	0
Average days pending prior to dismissal	58	0	44	0	1370	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	0	4	1	1	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						2023Thru09-30					
	Previous Fiscal Year Data											
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	22	21	14	16	9	4						
Total Complainants	18	17	13	15	8	4						
Number complaints pending												
Investigation	0	0	0	0	0	1						
ROI issued, pending Complainant's action	1	0	0	0	0	0						
Hearing	21	19	11	10	6	3						
Final Agency Action	0	2	2	6	3	0						
Appeal with EEOC Office of Federal Operations	4	3	4	4	4	4						
Complaint Investigations	Comparative Data						2023Thru09-30					
	Previous Fiscal Year Data											
	2018	2019	2020	2021	2022							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	1						