

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

## ACF (and below)

For 2nd Quarter 2024 for period ending March 31, 2024

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024Thru03-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	17	14	9	6	10	9
Number of Complainants	14	14	9	6	10	9
Repeat Filers	1	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024Thru03-31
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	10	5	4	6	5
Color	3	4	4	2	4	5
Religion	1	3	0	1	2	1
Reprisal	12	10	5	2	7	4
Sex	10	7	7	2	3	5
PDA	0	0	0	1	0	0
National Origin	3	2	0	1	0	2
Equal Pay Act	0	0	0	0	0	0
Age	9	5	1	3	5	7
Disability	11	7	3	3	5	1

Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	0	1	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024Thru03-31</b>
<b>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.</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Appointment/Hire	1	1	0	2	2	1
Assignment of Duties*	4	4	6	0	0	0
Awards	0	0	1	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	0	0	0	0
Reprimand**	1	3	2	0	0	0
Suspension	0	3	1	0	0	0
Removal	1	1	1	1	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	1	2	2	2
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	7	8	4	4	1	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	12	10	7	4	2	4
Sexual	0	1	0	0	1	0
Medical Examination	0	0	1	0	1	0
Pay including overtime	0	0	1	0	0	0
Promotion/Non-Selection	2	1	2	1	4	2

<b>Reassignment</b>						
Denied	0	2	1	0	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	6	5	2	0	2	0
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	1	5	0	0	1	0
Termination	0	3	0	0	0	0
Terms/Conditions of Employment*	6	3	3	0	0	0
Time and Attendance	3	1	3	1	0	1
Training	1	4	2	1	0	0
Other Terms/Conditions of Employment*	0	0	0	2	1	4
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024Thru03-31</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Complaints pending during fiscal year						
Average number of days in investigation	180.11	169.36	158.38	163.86	182.14	181.17
Average number of days in final action	74.33	107.67	24.33	326.00	242.00	44.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	191.73	184.33	149.00	156.60	154.60	163.00
Average number of days in final action	36.75	90.62	31.00	218.50	242.00	0
Complaint pending during fiscal year where hearing was not requested						















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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2024Thru03-31</b>	
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
Total complaints from previous Fiscal Years	21	14	16	9	3						7	
Total Complainants	17	13	15	8	3						7	
<b>Number complaints pending</b>												
Investigation	0	0	0	0	1						0	
ROI issued, pending Complainant's action	0	0	0	0	0						2	
Hearing	19	11	10	6	2						4	
Final Agency Action	2	2	6	3	0						1	
Appeal with EEOC Office of Federal Operations	3	4	4	4	4						4	
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2024Thru03-31</b>	
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	1						0	