

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

Comparative Data with Previous Fiscal Year Data						
Complaint Activity	2018	2019	2020	2021	2022	2023 thru 12/31
Number of Complaints Filed	271	250	273	177	236	69
Number of Complainants	262	245	265	170	231	69
Repeat Filers	9	6	6	7	5	0
Comparative Data with Previous Fiscal Year Data						
Complaints by Basis Each agency must post the number of complaints in which each of the various bases of discrimination is alleged. Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 thru 12/31
Race	107	100	98	75	82	17
Color	47	56	30	30	46	10
Religion	15	14	13	10	34	5
Reprisal	161	138	153	113	131	38
Sex (including complaints filed under Equal Pay Act)	138	106	105	65	77	22
National Origin	31	31	47	20	39	13
Age	102	86	98	55	64	20
Disability	86	102	108	58	81	18
NonEEO basis	15	12	16	9	27	4
Genetics	4	0	3	2	9	1
PDA	5	4	1	3	2	0

Comparative Data with Previous Fiscal Year Data

Complaints by IssuesEach agency must post the number of complaints in which each of the various bases of discrimination is alleged. Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed. Fire		2018	2019	2020	2021	2022	2023thru 12/31
Appointment/Hire		10	9	9	5	16	0
Assignment of Duties		47	52	52	33	0	0
Awards		9	6	10	0	11	4
Conversion to Full Time		1	0	1	0	0	0
Disciplinary Action	Demotion	3	3	2	3	1	2
	Reprimand	17	18	14	9	0	0
	Removal	6	10	5	3	14	1
	Disciplinary Warning	16	4	12	7	0	0
	Suspension	20	17	8	14	17	3
	Other	15	1	0	10	35	9
Duty Hours		10	11	3	9	0	0
Evaluation/Appraisal		45	33	46	19	37	8
Examination/Test		4	1	0	0	6	2
Harrassment	Non-Sexual	173	150	164	116	155	43
	Sexual	16	13	16	9	7	7
Medical Examination		4	1	0	8	19	0
Pay Including Overtime		26	18	33	12	14	5
Promotion/Non Selection		79	70	84	39	62	16
Reassignment	Denied	13	11	11	6	12	4
	Directed	17	9	11	7	6	3
Reasonable Accommodation		33	37	41	20	15	9
Reinstatement		0	0	0	1	0	0
Retirement		5	6	11	2	0	0
Termination		27	24	32	15	17	9
Terms/Conditions of Employment		37	32	34	19	0	0
Time and Attendance		34	27	23	17	30	15
Training		34	30	22	16	29	8

Comparative Data with Previous Fiscal Year Data							
Processing Time		2018	2019	2020	2021	2022	2023thru 12/31
Complaints pending (for any length of time) during fiscal year	Average number of days in investigation stage	183.7	218.91	298.35	299.96	156.57	122.55
	Average number of days in final action stage	56.83	67.37	64.07	161.4	175.77	211.40
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year.	Average number of days in investigation stage	191.18	257.42	305.94	293.37	142.49	121.57
	Average number of days in final action stage	51.8	69.86	47.44	124.48	83.77	5.50
Complaints pending (for any length of time) during fiscal year where hearing was not requested	Average number of days in investigation stage	167.41	211.29	303.39	306.04	168.53	123.16
	Average number of days in final action stage	64.69	62.11	82.27	247.56	223.24	348.67

Comparative Data with Previous Fiscal Year Data						
Complaints Dismissed by Agency	2018	2019	2020	2021	2022	2023thru 12/31
Total Complaints Dismissed by Agency	36	43	22	4	27	6
Average days pending prior to dismissal	71	76	49	133	45	48.7
Complaints Withdrawn						
Total complaints Withdrawn by Complainants	12	13	20	9	3	0

Comparative Data with Previous Fiscal Year Data

Total Final Actions: Finding Discrimination	2018#	2018%	2019#	2019%	2020#	2020%	2021#	2021%	2022#	2022%	2023thru 12/31#	2023thru 12/31%
Total Number Findings - Final Action	4	N/A	2	N/A	4	N/A	1	N/A	0	N/A	0	N/A
Without Hearing	1	25.0	0	0.0	3	75.0	1	100.0	0	0.0	0	0.0
With Hearing	3	75.0	2	100.0	1	25.0	0	0.0	0	0.0	0	0.0

Comparative Data(Sec. 1614.705) with Previous Fiscal Year Data

Findings of Discrimination Rendered by BasisNote: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings	2018#	2018%	2019#	2019%	2020#	2020%	2021#	2021%	2022#	2022%	2023thru 12/31#	2023thru 12/31%
Total Number Findings	4	N/A	2	N/A	4	N/A	1	N/A	0	N/A	0	N/A
Race	1	25.0	0	0.0	1	25.0	1	100.0	0	0.0	0	0.0
Color	0	0.0	0	0.0	2	50.0	0	0.0	0	0.0	0	0.0
Religion	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Reprisal	3	75.0	2	100.0	3	75.0	1	100.0	0	0.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	1	25.0	2	100.0	3	75.0	1	100.0	0	0.0	0	0.0
National Origin	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Age	1	25.0	2	100.0	1	25.0	0	0.0	0	0.0	0	0.0
Disability	0	0.0	1	50.0	1	25.0	0	0.0	0	0.0	0	0.0
NonEEO basis	0	0.0	1	50.0	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	0	0.0	0	0.0
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

-	2018#	2018%	2019#	2019%	2020#	2020%	2021#	2021%	2022#	2022%	2023thru 12/31#	2023thru 12/31%
Findings After Hearing	3	N/A	2	N/A	3	N/A	0	N/A	0	N/A	0	N/A
Race	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0
Color	0	0.0	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0
Religion	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0
Reprisal	3	100.0	2	100.0	3	100.0	0	0.0	0	0.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	1	33.3	2	100.0	2	66.7	0	0.0	0	0.0	0	0.0
National Origin	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0
Age	1	33.3	2	100.0	1	33.3	0	0.0	0	0.0	0	0.0
Disability	0	0.0	1	50.0	1	33.3	0	0.0	0	0.0	0	0.0
NONEEO	0	0.0	1	50.0	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	0	0.0	0	0.0
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

-	2018#	2018%	2019#	2019%	2020#	2020%	2021#	2021%	2022#	2022%	2023thru 12/31#	2023thru 12/31%
Findings Without Hearing	1	N/A	0	N/A	1	N/A	1	N/A	0	N/A	0	N/A
Race	1	100.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Color	0	0.0	0	0.0	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	0	0.0	0	0.0
Reprisal	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0
National Origin	0	0.0	0	0.0	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	0	0.0	0	0.0
Disability	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
NonEEO basis	0	0.0	0	0.0	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	0	0.0	0	0.0
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Comparative Data(Sec. 1614.705) with Previous Fiscal Year Data

-		2018#	2018%	2019#	2019%	2020#	2020%	2021#	2021%	2022#	2022%	2023thru 12/31#	2023thru 12/31%
Total Number Findings		4	N/A	2	N/A	4	N/A	1	N/A	0	N/A	0	N/A
Appointment/Hire		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties		1	25.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Awards		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time		0	0.0	0	0.0	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	0	0.0	0	0.0
	Reprimand	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Disciplinary Warning	0	0.0	0	0.0	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	0	0.0	0	0.0
	Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Other	1	25.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Duty Hours		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal		1	25.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Examination/Test		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harrassment	Non-Sexual	0	0.0	1	50.0	4	100.0	1	100.0	0	0.0	0	0.0
	Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination		0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Pay Including Overtime		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection		2	50.0	1	50.0	1	25.0	0	0.0	0	0.0	0	0.0
Reassignment	Denied	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
	Directed	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Reasonable Accommodation		0	0.0	1	50.0	1	25.0	0	0.0	0	0.0	0	0.0
Reinstatement		0	0.0	0	0.0	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	0	0.0	0	0.0
Termination		0	0.0	0	0.0	1	25.0	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	0	0.0	0	0.0
Time and Attendance		0	0.0	0	0.0	2	50.0	0	0.0	0	0.0	0	0.0
Training		0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
User Defined Other		0	0.0	0	0.0	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	0	0.0	0	0.0
Religious Accommodation		0	0.0	0	0.0	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	0	0.0	0	0.0
Sex - Stereotyping		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

-		2018#	2018%	2019#	2019%	2020#	2020%	2021#	2021%	2022#	2022%	2023thru 12/31#	2023thru 12/31%
Findings After Hearing		3	N/A	2	N/A	1	N/A	0	N/A	0	N/A	0	N/A
Appointment/Hire		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties		1	33.3	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Awards		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time		0	0.0	0	0.0	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	0	0.0	0	0.0
	Reprimand	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Disciplinary Warning	0	0.0	0	0.0	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	0	0.0	0	0.0
	Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Other	1	33.3	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Duty Hours		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal		1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Examination/Test		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harrassment	Non-Sexual	0	0.0	1	50.0	3	300.0	0	0.0	0	0.0	0	0.0
	Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination		0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Pay Including Overtime		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection		1	33.3	1	50.0	1	100.0	0	0.0	0	0.0	0	0.0
Reassignment	Denied	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
	Directed	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Reasonable Accommodation		0	0.0	1	50.0	1	100.0	0	0.0	0	0.0	0	0.0
Reinstatement		0	0.0	0	0.0	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	0	0.0	0	0.0
Termination		0	0.0	0	0.0	1	100.0	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	0	0.0	0	0.0
Time and Attendance		0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Training		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
User Defined Other		0	0.0	0	0.0	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	0	0.0	0	0.0
Religious Accommodation		0	0.0	0	0.0	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	0	0.0	0	0.0
Sex - Stereotyping		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

-		2018#	2018%	2019#	2019%	2020#	2020%	2021#	2021%	2022#	2022%	2023thru 12/31#	2023thru 12/31%
Findings Without Hearing		1	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Appointment/Hire		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties		0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Awards		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time		0	0.0	0	0.0	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	0	0.0	0	0.0
	Reprimand	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Disciplinary Warning	0	0.0	0	0.0	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	0	0.0	0	0.0
	Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Other	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Duty Hours		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Examination/Test		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harrassment	Non-Sexual	0	0.0	0	0.0	3	0.0	0	0.0	0	0.0	0	0.0
	Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Pay Including Overtime		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection		1	100.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Reassignment	Denied	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
	Directed	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Reasonable Accommodation		0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Reinstatement		0	0.0	0	0.0	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	0	0.0	0	0.0
Termination		0	0.0	0	0.0	1	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	0	0.0	0	0.0
Time and Attendance		0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Training		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
User Defined Other		0	0.0	0	0.0	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	0	0.0	0	0.0
Religious Accommodation		0	0.0	0	0.0	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	0	0.0	0	0.0
Sex - Stereotyping		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Comparative Data with Previous Fiscal Year Data							
Pending Complaints Filed in Previous Fiscal Years by Status		2018	2019	2020	2021	2022	2023thru 12/31
Total complaints from previous Fiscal Years		621	685	744	901	975	921
Total Complainants		509	571	617	750	808	773
Number complaints pending	Investigation	96	105	113	119	141	140
	Hearing	402	447	474	538	578	500
	Final Agency Action	61	66	117	156	189	194
	Appeal with EEOC Office of Federal Operations	62	67	40	0	67	326

Comparative Data with Previous Fiscal Year Data						
Complaint Investigations	2018	2019	2020	2021	2022	2023thru 12/31
Pending Completion Where Investigation Exceeds Required Time Frames	44	52	46	62	5	31