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

Compara	tive Data wit	h Previous F	iscal Year Da	ata		
Complaint Activity	2018	2019	2020	2021	2022	2023 thru 12/31
Number of Complaints Filed	207	206	209	141	193	56
Number of Complainants	200	201	201	136	189	56
Repeat Filers	8	3	4	5	4	0
Comparat	tive Data with	1 Previous Fi	iscal Year Da	ita		
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	84	84	80	65	68	13
Color	36	48	20	28	37	9
Religion	12	11	9	7	27	5
Reprisal	116	113	112	85	109	30
Sex (including complaints filed under Equal Pay Act)	106	89	78	55	64	18
National Origin	18	27	34	18	33	12
Age	75	73	74	45	47	15
Disability	58	80	62	44	66	14
NonEEO basis	11	10	16	7	20	4
Genetics	3	0	4	0	7	0
PDA	4	3	1	3	2	0

	Com	parative Dat	a with Previo	us Fiscal Yea	ır Data		
agency must po complaints in v various bases o is alleged. No can be filed al bases.The sum not equal total	by IssuesEach ost the number of which each of the of discrimination te: Complaints lleging multiple of the bases may complaints filed. Vire	2018	2019	2020	2021	2022	2023thru 12/31
Appointment/Hi	ire	7	6	6	3	12	0
Assignment of I	Duties	36	45	42	24	0	0
Awards		8	5	8	0	11	3
Conversion to F	ull Time	0	0	1	0	0	0
	Demotion	3	3	3	3	1	1
	Reprimand	13	16	10	7	0	0
Disciplinary	Removal	5	9	3	1	13	1
Action	Disciplinary Warning	5	4	10	5	12	0
	Suspension	16	16	7	12	15	3
	Other	11	0	0	9	32	8
Duty Hours		7	10	2	8	0	0
Evaluation/App	raisal	27	23	33	13	29	5
Examination/Te	st	4	1	1	0	6	2
Harrassment	Non-Sexual	130	120	105	93	128	35
	Sexual	13	8	12	6	7	7
Medical Examir	nation	4	1	0	8	19	0
Pay Including O	vertime	22	17	25	9	12	4
Promotion/Non	-	57	59	62	33	50	10
Reassignment	Denied	12	11	8	6	9	3
	Directed	15	8	9	5	6	
Reasonable Acc	ommodation	24	30	28	18	37	7
Reinstatement		0	0	0	0	0	0
Retirement		4	6	11	1	0	
Termination		21	20	26	13	14	9
Terms/Condition Employment	ns of	28	29	31	13	92	0
Time and Attend	dance	28	20	17	13	30	14
Training		24	24	20	14	24	6

	Comparative Data with Previous Fiscal Year Data												
Processi	ng Time	2018	2019	2020	2021	2022	2023thru 12/31						
pending (for any	Average number of days in investigation stage	187.4	245.79	298.14	293.21	159.61	122.44						
year	Average number of days in final action stage	47.38	49.29	67.98	158.23	174.15	215.00						
pending (for any length of time) during fiscal	Average number of days in investigation stage	198.07	259.04	303.85	291.82	141.36	118.43						
year where hearing was requested during fiscal year Test	Average number of days in final action stage	31.27	44.77	52.88	135.56	93.19	5.50						
during fiscal	Average number of days in investigation stage	167.31	218.91	310.13	294.47	174.85	124.38						
hearing was not	Average number of days in final action stage	65.47	58.93	83.38	209.25	210.8	298.80						

	Comparative Data with Previous Fiscal Year Data											
Complaints D	ismissed by Agency	2018	2019	2020	2021	2022	2023thru 12/31					
Total Complaints D	ismissed by Agency	29	40	18	3	25	4					
Average days pendi	ng prior to dismissal	70	75	49	166	45	52.2					
Complaints Withdrawn	Total complaints Withdrawn by Complainants	8	10	14	8	3	0					

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	3	N/A	1	N/A	4	N/A	0	N/A	0	N/A	0	N/A
Without Hearing	1	33.3	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
With Hearing	2	66.7	1	100.0	3	75.0	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%	2019#	2019%	2020#	2020%	2021#	2021%	2022#	2022#	2023thru 12/31#	2023thru 12/31%
Total Number Findings	3	N/A	1	N/A	4	N/A	0	N/A	0	N/A	0	N/A
Race	1	33.3	0	0.0	1	25.0	0	0.0	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	100.0	1	100.0	3	75.0	0	0.0	0	0.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	1	33.3	1	100.0	3	75.0	0	0.0	0	0.0	0	0.0
National Origin	1	33.3	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Age	0	0.0		100.0	1			0.0	0	0.0	0	0.0
Disability	0	0.0	2	200.0	1	25.0	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

-	2018#	2018%	2019#	2019%	2020#	2020%	2021#	2021%	2022#	2022#	2023thru 12/31#	2023thru 12/31%
Findings After Hearing	2	N/A	1	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	150.0	1	100.0	3	100.0	0	0.0	0	0.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	1	50.0	1	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	50.0	1	100.0	1	33.3	0	0.0	0	0.0	0	0.0
Disability	0	0.0	2	200.0	1	33.3	0	0.0	0	0.0	0	0.0
NONEEO	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
-	2018#	2018%	2019#	2019%	2020#	2020%	2021#	2021%	2022#	2022#	2023thru 12/31#	2023thru 12/31%
Findings											$14/J1\pi$	14/31/0
Without Hearing	1	N/A	0	N/A	1	N/A	0		0		0	
	1		0			N/A 0.0		N/A	0	N/A	0	N/A
Hearing		100.0		0.0	0		0	N/A 0.0	0	N/A 0.0	0	N/A
Hearing Race	1	100.0 0.0	0	0.0 0.0	0	0.0	0	N/A 0.0 0.0	0	N/A 0.0 0.0	0	N/A 0.0
Hearing Race Color	1	100.0 0.0 0.0	0	0.0 0.0 0.0	0 0 0	0.0	0	N/A 0.0 0.0 0.0	0 0 0 0	N/A 0.0 0.0 0.0	0 0 0 0	N/A 0.0 0.0
Hearing Race Color Religion	1 0 0	100.0 0.0 0.0 0.0	0 0 0 0	0.0 0.0 0.0 0.0	0 0 0 0	0.0 0.0 0.0	0 0 0 0 0	N/A 0.0 0.0 0.0 0.0	0 0 0 0 0	N/A 0.0 0.0 0.0 0.0	0 0 0 0 0	N/A 0.0 0.0 0.0 0.0
Hearing Race Color Religion Reprisal Sex (including complaints filed under Equal Pay	1 0 0 0	100.0 0.0 0.0 0.0	0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0 0 1	0.0 0.0 0.0 0.0	0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0	0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0	0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0
Hearing Race Color Religion Reprisal Sex (including complaints filed under Equal Pay Act)	1 0 0 0 0	100.0 0.0 0.0 0.0 0.0	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0 0 1	0.0 0.0 0.0 0.0 100.0	0 0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0
Hearing Race Color Religion Reprisal Sex (including complaints filed under Equal Pay Act) National Origin	1 0 0 0 0	100.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 1 1 0 0 0	0.0 0.0 0.0 100.0 0.0	0 0 0 0 0 0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0
Hearing Race Color Religion Reprisal Sex (including complaints filed under Equal Pay Act) National Origin Age	1 0 0 0 0 0 0 0 0	100.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 1 1 0 0 0 0	0.0 0.0 0.0 100.0 0.0 0.0	0 0 0 0 0 0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0		N/A 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0		N/A 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
Hearing Race Color Religion Reprisal Sex (including complaints filed under Equal Pay Act) National Origin Age Disability	1 0 0 0 0 0 0 0 0 0 0	100.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0 0 0 0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 1 1 0 0 0 0 0 0	0.0 0.0 0.0 100.0 0.0 0.0 0.0	0 0 0 0 0 0 0 0 0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0 0 0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0 0 0 0 0 0 0 0	N/A 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0

Total Number Fir Appointment/Hire Assignment of Dut Awards		2			201970	2020#	2020%	2021#	2021%	2022#	2022#	10/01/4	2023thru
Appointment/Hire Assignment of Dut Awards			N/A	1	N/A		N/A			0		12/31#	12/31% N/A
Assignment of Dut Awards		3	$\frac{1N/A}{0.0}$	0	$\frac{1N/A}{0.0}$		0.0			0	$\frac{1N/A}{0.0}$		
Awards	**		33.3	0	0.0		25.0			0	0.0		
	lles	0		0	0.0					-			
Conversion to Full	Time	0	0.0	0	0.0		0.0			0	0.0		
	notion	0		0	0.0		0.0			0	0.0		
		0		0	0.0					-			
repi	rimand		0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
War	ciplinary ming	0		0	0.0					0	0.0		
	pension	0		0	0.0		0.0			0	0.0		
Rem	noval	0	0.0	0	0.0	0	0.0			0	0.0	0	0.0
Othe	er	1	33.3	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/Apprais	sal	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	100.0	4	100.0	0	0.0	0	0.0	0	0.0
Sexu	ual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examinati	ion	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Pay Including Ove	ertime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Se	election	2	66.7	1	100.0	1	25.0	0	0.0	0	0.0	0	0.0
Reassignment Deni	ied	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Dire	ected	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Reasonable Accommodation		0	0.0	1	100.0	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 Employment	of	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Time and Attendar	nce	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	0	0.0	0	0.0	0	0.0
User Defined Othe	er	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex-Stereotyping		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	5	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
F . 1 . A <i>C</i>	· · ·			1								12/31#	12/31%
Findings Afte	-	2		1	N/A		N/A	0		0			
Appointment/		0		0	0.0					0			
	Assignment of Duties		50.0	0	0.0		100.0			0			0.0
Awards	T 11 m'	0		0						0			
Conversion to		0		0	0.0					0			0.0
1 2	Demotion	0		0	0.0					0			0.0
Action	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	50.0	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/Ap	opraisal	1	50.0	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	1	100.0	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 Exan	nination	0	0.0	1	100.0	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/No		1	50.0	1	100.0	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
C	Directed	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Reasonable Accommodati	ion	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0
Reinstatement	t	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/Condit Employment	ions of	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Time and Atte	endance	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-Stereotyp		0		0									
Religious Accommodati	ion	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 - Stereoty	ping	0	0.0			0				0	0.0	0	0.0
		1											

		2019#	2018%	2010#	20100/	2020#	20200/	2021#	20210/	2022#	2022#	2023thru	2023thru
-		2010#	201070	2019#	201970	2020#	202070	2021#	202170	2022#	2022#	12/31#	12/31%
Findings Wit Hearing	hout	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	Assignment of Duties		0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Awards	Awards		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	Demotion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Action	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	0	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/Ap	opraisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Examination/	Гest	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 Exam	nination	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/No	on 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 Accommodati	on	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Reinstatement	t	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/Condit Employment	ions of	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Time and Atte	endance	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-Stereotyp	ing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Religious Accommodati		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 - Stereoty	ping	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

	Compara	ative Dat	ta with Prev	ious Fisc	al Year D	ata	
	nplaints Filed in Il Years by Status	2018	2019	2020	2021	2022	2023thru 12/31
Total complaint Fiscal Years	515	554	604	721	778	758	
Total Complain	399	435	472	570	637	629	
	Investigation	94	103	106	107	128	122
	Hearing	329	351	378	418	453	400
Number	Final Agency Action	53	57	91	123	153	159
pending	complaints Action		43	29	0	45	303

Comparative Data with Previous Fiscal Year Data											
Complaint Investigations 2018 2019 2020 2021 2022 2023thr 12/31											
Pending Completion Where Investigation Exceeds Required	39	40	33	48	4	18					
Time Frames											