

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	207	206	209	141	193	56
Number of Complainants	200	201	201	136	189	56
Repeat Filers	8	3	4	5	4	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	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

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		7	6	6	3	12	0
Assignment of Duties		36	45	42	24	0	0
Awards		8	5	8	0	11	3
Conversion to Full Time		0	0	1	0	0	0
Disciplinary Action	Demotion	3	3	3	3	1	1
	Reprimand	13	16	10	7	0	0
	Removal	5	9	3	1	13	1
	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/Appraisal		27	23	33	13	29	5
Examination/Test		4	1	1	0	6	2
Harrassment	Non-Sexual	130	120	105	93	128	35
	Sexual	13	8	12	6	7	7
Medical Examination		4	1	0	8	19	0
Pay Including Overtime		22	17	25	9	12	4
Promotion/Non Selection		57	59	62	33	50	10
Reassignment	Denied	12	11	8	6	9	3
	Directed	15	8	9	5	6	3
Reasonable Accommodation		24	30	28	18	37	7
Reinstatement		0	0	0	0	0	0
Retirement		4	6	11	1	0	0
Termination		21	20	26	13	14	9
Terms/Conditions of Employment		28	29	31	13	92	0
Time and Attendance		28	20	17	13	30	14
Training		24	24	20	14	24	6

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	187.4	245.79	298.14	293.21	159.61	122.44
	Average number of days in final action stage	47.38	49.29	67.98	158.23	174.15	215.00
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year Test	Average number of days in investigation stage	198.07	259.04	303.85	291.82	141.36	118.43
	Average number of days in final action stage	31.27	44.77	52.88	135.56	93.19	5.50
Complaints pending (for any length of time) during fiscal year where hearing was not requested	Average number of days in investigation stage	167.31	218.91	310.13	294.47	174.85	124.38
	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 Dismissed by Agency		2018	2019	2020	2021	2022	2023thru 12/31
Total Complaints Dismissed by Agency		29	40	18	3	25	4
Average days pending 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#	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	1	100.0	1	25.0	0	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 Without Hearing	1	N/A	0	N/A	1	N/A	0	N/A	0	N/A	0	N/A
Race	1	100.0	0	0.0	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	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	0	0.0	0	0.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	1	100.0	0	0.0	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

-		2018#	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
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	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	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/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	100.0	4	100.0	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	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/Non Selection		2	66.7	1	100.0	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	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 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	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 After Hearing		2	N/A	1	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	50.0	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	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/Appraisal		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 Examination		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/Non Selection		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
	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	100.0	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	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/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		515	554	604	721	778	758
Total Complainants		399	435	472	570	637	629
Number complaints pending	Investigation	94	103	106	107	128	122
	Hearing	329	351	378	418	453	400
	Final Agency Action	53	57	91	123	153	159
	Appeal with EEOC Office of Federal Operations	39	43	29	0	45	303

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	39	40	33	48	4	18