

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 31-Mar
Number of Complaints Filed	271	250	273	177	236	132
Number of Complainants	262	245	265	170	231	131
Repeat Filers	9	6	6	7	5	1

Comparative Data with Previous Fiscal Year Data						
Complaints by Basis	2018	2019	2020	2021	2022	2023 thru 31-Mar
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.						
Race	107	100	98	75	82	37
Color	47	56	30	30	46	17
Religion	15	14	13	10	34	11
Reprisal	161	138	153	113	131	68
Sex (including complaints filed under Equal Pay Act)	138	106	105	65	77	46
PDA	5	4	1	3	2	0
National Origin	31	31	47	20	39	23
Age	102	86	98	55	64	36
Disability	86	102	108	58	81	40
Genetics	4	0	3	2	9	2
NonEEO basis	15	12	16	9	27	8

Comparative Data with Previous Fiscal Year Data						
Complaints by Issues	2018	2019	2020	2021	2022	2023 thru 31-Mar
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. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.						
Appointment/Hire	10	9	9	5	16	1
Assignment of Duties *	47	52	52	33	0	0
Awards	9	6	10	0	11	3
Conversion to Full Time*	1	0	1	0	0	0
Disciplinary Action	Demotion	3	3	2	3	1
	Reprimand**	17	18	14	9	0
	Suspension	20	17	8	14	17
	Removal	6	10	5	3	14
	Disciplinary Warning**	16	4	12	7	0
Other**	15	1	0	10	35	20
Duty Hours *	10	11	3	9	0	0
Evaluation/Appraisal	45	33	46	19	37	19
Examination/Test	4	1	0	0	6	3
Harrasment	Non-Sexual	173	150	164	116	155
	Sexual	16	13	16	9	7
Medical Examination	4	1	0	8	19	2
Pay Including Overtime	26	18	33	12	14	10
Promotion/Non Selection	79	70	84	39	62	29
Reassignment	Denied	13	11	11	6	12
	Directed	17	9	11	7	6
Reasonable Accommodation	33	37	41	20	15	21
Reinstatement*	0	0	0	1	0	0
Religious Accommodation	0	1	1	0	0	3
Retirement*	5	6	11	2	0	0

Sex-Stereotyping	2	0	0	0	0	0
Telework	15	0	16	6	0	9
Termination	27	24	32	15	17	10
Terms/Conditions of Employment*	37	32	34	19	0	0
Time and Attendance	34	27	23	17	30	27
Training	34	30	22	16	29	15
Other Terms/Conditions of Employment*	36	23	0	3	0	46

Comparative Data with Previous Fiscal Year Data							
Processing Time		2018	2019	2020	2021	2022	2023 thru 31-Mar
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	211.4
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	5.5
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	2023 thru 31-Mar
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	2

Comparative Data with Previous Fiscal Year Data												
Total Final Actions: Finding Discrimination	2018	2018	2019	2019	2020	2020	2021	2021	2022	2022	2023	2023
	#	%	#	%	#	%	#	%	#	%	thru 31-Mar #	thru 31-Mar %
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	3	75	1	100	0	0	0	0
With Hearing	3	75	2	100	1	25	0	0	0	0	0	0

Comparative Data(Sec. 1614.705) with Previous Fiscal Year Data												
Findings of Discrimination Rendered by Basis Note: 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	2023	2023
	#	%	#	%	#	%	#	%	#	%	thru 31-Mar #	thru 31-Mar %
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	1	25	1	100	0	0	0	0
Color	0	0	0	0	2	50	0	0	0	0	0	0
Religion	0	0	0	0	1	25	0	0	0	0	0	0
Reprisal	3	75	2	100	3	75	1	100	0	0	0	0
Sex (including complaints filed under Equal Pay Act)	1	25	2	100	3	75	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	25	0	0	0	0	0	0
Age	1	25	2	100	1	25	0	0	0	0	0	0
Disability	0	0	1	50	1	25	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
NonEEO basis	0	0	1	50	0	0	0	0	0	0	0	0
-	2018	2018	2019	2019	2020	2020	2021	2021	2022	2022	2023	2023
	#	%	#	%	#	%	#	%	#	%	thru 31-Mar #	thru 31-Mar %
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	1	33.3	0	0	0	0	0	0

	Disciplinary Warning**	0	0	0	0	0	0	0	0	0	0	0	0
	Other**	1	33.3	0	0	1	100	0	0	0	0	0	0
Duty Hours*		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
Examination/Test		0	0	0	0	0	0	0	0	0	0	0	0
Harrassment	Non-Sexual	0	0	1	50	3	300	0	0	0	0	0	0
	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination		0	0	1	50	0	0	0	0	0	0	0	0
Pay Including Overtime		0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non Selection		1	33.3	1	50	1	100	0	0	0	0	0	0
Reassignment	Denied	0	0	0	0	1	100	0	0	0	0	0	0
	Directed	0	0	0	0	1	100	0	0	0	0	0	0
Reasonable Accommodation		0	0	1	50	1	100	0	0	0	0	0	0
Reinstatement*		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
Retirement*		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
Telework		0	0	0	0	0	0	0	0	0	0	0	0
Termination		0	0	0	0	1	100	0	0	0	0	0	0
Terms/Conditions of Employment*		0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance		0	0	0	0	1	100	0	0	0	0	0	0
Training		0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*		0	0	0	0	0	0	0	0	0	0	0	0

		2018 #	2018 %	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 thru 31-Mar #	2023 thru 31-Mar %
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
Assignment of Duties*		0	0	0	0	1	0	0	0	0	0	0	0
Awards		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
Disciplinary Action	Demotion	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
	Suspension	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
	Disciplinary Warning**	0	0	0	0	0	0	0	0	0	0	0	0
	Other**	0	0	0	0	1	0	0	0	0	0	0	0
Duty Hours*		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
Examination/Test		0	0	0	0	0	0	0	0	0	0	0	0
Harrassment	Non-Sexual	0	0	0	0	3	0	0	0	0	0	0	0
	Sexual	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
Pay Including Overtime		0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non Selection		1	100	0	0	1	0	0	0	0	0	0	0
Reassignment	Denied	0	0	0	0	1	0	0	0	0	0	0	0
	Directed	0	0	0	0	1	0	0	0	0	0	0	0
Reasonable Accommodation		0	0	0	0	1	0	0	0	0	0	0	0
Reinstatement*		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
Retirement*		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
Telework		0	0	0	0	0	0	0	0	0	0	0	0
Termination		0	0	0	0	1	0	0	0	0	0	0	0
Terms/Conditions of Employment*		0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance		0	0	0	0	1	0	0	0	0	0	0	0
Training		0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*		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	2023 thru 31-Mar
Total complaints from previous Fiscal Years	621	685	744	901	975	903
Total Complainants	509	571	617	750	808	757
Number complaints pending	Investigation	96	105	113	119	141
	Hearing	402	447	474	538	578
	Final Agency Action	61	66	117	156	189
	Appeal with EEOC Office of Federal Operations	62	67	40	0	67

Comparative Data with Previous Fiscal Year Data						
Complaint Investigations	2018	2019	2020	2021	2022	2023 thru 31-Mar

Pending Completion Where Investigation Exceeds Required Time Frames	44	52	46	62	5	41
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