

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 30-Jun
Number of Complaints Filed	271	250	273	177	236	209
Number of Complainants	262	245	265	170	231	203
Repeat Filers	9	6	6	7	5	6

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 30-Jun
Race	107	100	98	75	82	63
Color	47	56	30	30	46	33
Religion	15	14	13	10	34	19
Reprisal	161	138	153	113	131	113
Sex (including complaints filed under Equal Pay Act)	138	106	105	65	77	77
PDA	5	4	1	3	2	2
National Origin	31	31	47	20	39	40
Age	102	86	98	55	64	67
Disability	86	102	108	58	81	73
Genetics	4	0	3	2	9	4
NonEEO basis	15	12	16	9	27	16

Comparative Data with Previous Fiscal Year Data							
Complaints by Issues 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.		2018	2019	2020	2021	2022	2023 thru 30-Jun
Appointment/Hire		10	9	9	5	16	4
Assignment of Duties *		47	52	52	33	0	0
Awards		9	6	10	0	11	5
Conversion to Full Time*		1	0	1	0	0	0
Disciplinary Action	Demotion	3	3	2	3	1	3
	Reprimand**	17	18	14	9	0	0
	Suspension	20	17	8	14	17	16
	Removal	6	10	5	3	14	7
	Disciplinary Warning**	16	4	12	7	0	22
Other**		15	1	0	10	35	0
Duty Hours *		10	11	3	9	0	0
Evaluation/Appraisal		45	33	46	19	37	27
Examination/Test		4	1	0	0	6	3
Harrassment	Non-Sexual	173	150	164	116	155	33
	Sexual	16	13	16	9	7	6
Medical Examination		4	1	0	8	19	1
Pay Including Overtime		26	18	33	12	14	11
Promotion/Non Selection		79	70	84	39	62	43
Reassignment	Denied	13	11	11	6	12	7
	Directed	17	9	11	7	6	10
Reasonable Accommodation		33	37	41	20	15	39
Reinstatement*		0	0	0	1	0	0
Religious Accommodation		0	1	1	0	0	128
Retirement*		5	6	11	2	0	0
Sex-Stereotyping		2	0	0	0	0	0

Telework	15	0	16	6	0	10
Termination	27	24	32	15	17	17
Terms/Conditions of Employment*	37	32	34	19	0	0
Time and Attendance	34	27	23	17	30	40
Training	34	30	22	16	29	28
Other Terms/Conditions of Employment*	36	23	0	3	0	77

Comparative Data with Previous Fiscal Year Data							
Processing Time		2018	2019	2020	2021	2022	2023 thru 30-Jun
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	125.05
	Average number of days in final action stage	56.83	67.37	64.07	161.4	175.77	241.81
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	184.07
	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	124.52
	Average number of days in final action stage	64.69	62.11	82.27	247.56	223.24	320.58

Comparative Data with Previous Fiscal Year Data						
Complaints Dismissed by Agency	2018	2019	2020	2021	2022	2023 thru 30-Jun
Total Complaints Dismissed by Agency	36	43	22	4	27	17
Average days pending prior to dismissal	71	76	49	133	45	98.7
Complaints Withdrawn	Total complaints Withdrawn by Complainants	12	13	20	9	3

Comparative Data with Previous Fiscal Year Data												
Total Final Actions: Finding Discrimination	2018 #	2018 %	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 #	2023 thru 30-Jun #	2023 thru 30-Jun %
Total Number Findings - Final Action	4	N/A	2	N/A	4	N/A	1	N/A	0	N/A	1	N/A
Without Hearing	1	25	0	0	3	75	1	100	0	0	1	100
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	thru
											30-Jun #	30-Jun %
Total Number Findings	4	N/A	2	N/A	4	N/A	1	N/A	0	N/A	1	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	1	100
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 thru 30-Jun #	2023 thru 30-Jun %
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
Color	0	0	0	0	2	66.7	0	0	0	0	0	0
Religion	0	0	0	0	1	33.3	0	0	0	0	0	0

Reprisal	3	100	2	100	3	100	0	0	0	0	0	0
Sex (including complaints filed under Equal Pay Act)	1	33.3	2	100	2	66.7	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	33.3	0	0	0	0	0	0
Age	1	33.3	2	100	1	33.3	0	0	0	0	0	0
Disability	0	0	1	50	1	33.3	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 thru 30-Jun #	2023 thru 30-Jun %
Findings Without Hearing	1	N/A	0	N/A	1	N/A	1	N/A	0	N/A	1	N/A
Race	1	100	0	0	0	0	1	100	0	0	0	0
Color	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
Reprisal	0	0	0	0	0	0	1	100	0	0	1	100
Sex (including complaints filed under Equal Pay Act)	0	0	0	0	1	100	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	0	0	0	0	0	0	0	0
Age	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
Genetics	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

Comparative Data(Sec. 1614.705) with Previous Fiscal Year Data													
		2018 #	2018 %	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 #	2023 thru 30-Jun #	2023 thru 30-Jun %
Total Number Findings		4	N/A	2	N/A	4	N/A	1	N/A	0	N/A	1	N/A
Appointment/Hire		0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*		1	25	0	0	1	25	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**	1	25	0	0	1	25	0	0	0	0	0	0
Duty Hours*		0	0	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal		1	25	0	0	0	0	1	100	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	4	100	1	100	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		2	50	1	50	1	25	0	0	0	0	0	0
Reassignment	Denied	0	0	0	0	1	25	0	0	0	0	0	0
	Directed	0	0	0	0	1	25	0	0	0	0	0	0
Reasonable Accommodation		0	0	1	50	1	25	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	1	100
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	25	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	2	50	0	0	0	0	0	0
Training		0	0	0	0	0	0	1	100	0	0	0	0
Other Terms/Conditions of Employment*		0	0	0	0	0	0	0	0	0	0	1	100
		2018 #	2018 %	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 #	2023 thru 30-Jun #	2023 thru 30-Jun %
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
Assignment of Duties*		1	33.3	0	0	1	100	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**	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 30-Jun #	2023 thru 30-Jun %
-		1	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
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	1	100
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	1	100

Comparative Data with Previous Fiscal Year Data						
Pending Complaints Filed in Previous Fiscal Years by Status	2018	2019	2020	2021	2022	2023 thru 30-Jun
Total complaints from previous Fiscal Years	621	685	744	901	975	892
Total Complainants	509	571	617	750	808	746
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	62	67	40	0	67
	Office of Federal Operations					

Comparative Data with Previous Fiscal Year Data						
Complaint Investigations	2018	2019	2020	2021	2022	2023 thru 30-Jun
Pending Completion Where Investigation Exceeds Required Time Frames	44	52	46	62	5	115