

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 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 thru 30-Jun |
| Number of Complaints Filed | 250 | 273 | 177 | 236 | 293 | 203 |
| Number of Complainants | 245 | 265 | 170 | 231 | 277 | 192 |
| Repeat Filers | 6 | 6 | 7 | 5 | 15 | 10 |

| 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. | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 thru 30-Jun |
| | Race | 100 | 98 | 75 | 82 | 87 |
| Color | 56 | 30 | 30 | 46 | 48 | 35 |
| Religion | 14 | 13 | 10 | 34 | 28 | 12 |
| Reprisal | 138 | 153 | 113 | 131 | 169 | 129 |
| Sex (including complaints filed under Equal Pay Act) | 106 | 105 | 65 | 77 | 107 | 87 |
| PDA | 4 | 1 | 3 | 2 | 2 | 3 |
| National Origin | 31 | 47 | 20 | 39 | 53 | 31 |
| Age | 86 | 98 | 55 | 64 | 91 | 72 |
| Disability | 102 | 108 | 58 | 81 | 111 | 81 |
| Genetics | 0 | 3 | 2 | 9 | 4 | 3 |
| NonEEO basis | 12 | 16 | 9 | 27 | 32 | 13 |

| 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. | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 thru 30-Jun | |
| | Appointment/Hire | 9 | 9 | 5 | 16 | 7 | 5 |
| Assignment of Duties * | 52 | 52 | 33 | 0 | 0 | 0 | |
| Awards | 6 | 10 | 0 | 11 | 7 | 6 | |
| Conversion to Full Time* | 0 | 1 | 0 | 0 | 0 | 0 | |
| Disciplinary Action | Demotion | 3 | 2 | 3 | 1 | 3 | 5 |
| | Reprimand** | 18 | 14 | 9 | 0 | 0 | 0 |
| | Suspension | 17 | 8 | 14 | 17 | 24 | 9 |
| | Removal | 10 | 5 | 3 | 14 | 8 | 4 |
| | Disciplinary Warning** | 4 | 12 | 7 | 0 | 60 | 33 |
| Other** | 1 | 0 | 10 | 35 | 0 | 0 | |
| Duty Hours * | 11 | 3 | 9 | 0 | 0 | 0 | |
| Evaluation/Appraisal | 33 | 46 | 19 | 37 | 39 | 30 | |
| Examination/Test | 1 | 0 | 0 | 6 | 3 | 0 | |
| Harrassment | Non-Sexual | 150 | 164 | 116 | 155 | 201 | 137 |
| | Sexual | 13 | 16 | 9 | 7 | 24 | 12 |
| Medical Examination | 1 | 0 | 8 | 19 | 2 | 4 | |
| Pay Including Overtime | 18 | 33 | 12 | 14 | 21 | 13 | |
| Promotion/Non Selection | 70 | 84 | 39 | 62 | 59 | 51 | |
| Reassignment | Denied | 11 | 11 | 6 | 12 | 28 | 19 |
| | Directed | 9 | 11 | 7 | 6 | 0 | 0 |
| Reasonable Accommodation | 37 | 41 | 20 | 15 | 59 | 33 | |
| Reinstatement* | 0 | 0 | 1 | 0 | 0 | 0 | |
| Religious Accommodation | 1 | 1 | 0 | 0 | 4 | 1 | |
| Retirement* | 6 | 11 | 2 | 0 | 0 | 0 | |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | |

| | | | | | | |
|---------------------------------------|----|----|----|----|-----|----|
| Telework | 0 | 16 | 6 | 0 | 16 | 17 |
| Termination | 24 | 32 | 15 | 17 | 22 | 20 |
| Terms/Conditions of Employment* | 32 | 34 | 19 | 0 | 0 | 0 |
| Time and Attendance | 27 | 23 | 17 | 30 | 55 | 16 |
| Training | 30 | 22 | 16 | 29 | 40 | 25 |
| Other Terms/Conditions of Employment* | 23 | 0 | 3 | 0 | 109 | 74 |

| Comparative Data with Previous Fiscal Year Data | | | | | | | |
|--|---|--------|--------|--------|--------|--------|------------------|
| Processing Time | | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 thru 30-Jun |
| Complaints pending (for any length of time) during fiscal year | Average number of days in investigation stage | 218.91 | 298.35 | 299.96 | 156.57 | 130.00 | 155.26 |
| | Average number of days in final action stage | 67.37 | 64.07 | 161.4 | 175.77 | 100.41 | 66.67 |
| Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year. | Average number of days in investigation stage | 257.42 | 305.94 | 293.37 | 142.49 | 135.86 | 165.14 |
| | Average number of days in final action stage | 69.86 | 47.44 | 124.48 | 83.77 | 30.68 | 73.15 |
| Complaints pending (for any length of time) during fiscal year where hearing was not requested | Average number of days in investigation stage | 211.29 | 303.39 | 306.04 | 168.53 | 124.77 | 148.15 |
| | Average number of days in final action stage | 62.11 | 82.27 | 247.56 | 223.24 | 138.59 | 68.88 |

| Comparative Data with Previous Fiscal Year Data | | | | | | | | |
|---|--|------|------|------|------------------|------------------|---|----|
| Complaints Dismissed by Agency | 2019 | 2020 | 2021 | 2022 | 2024 thru 30-Jun | 2024 thru 30-Jun | | |
| Total Complaints Dismissed by Agency | 43 | 22 | 4 | 27 | 31 | 29 | | |
| Average days pending prior to dismissal | 76 | 49 | 133 | 45 | 177.65 | 79.97 | | |
| Complaints Withdrawn | Total complaints Withdrawn by Complainants | | 13 | 20 | 9 | 3 | 6 | 11 |

| Comparative Data with Previous Fiscal Year Data | | | | | | | | | | | | |
|---|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------------------|
| Total Final Actions: Finding Discrimination | 2019 # | 2019 % | 2020 # | 2020 % | 2021 # | 2021 % | 2022 # | 2022 % | 2023 # | 2023 % | 2024 thru 30-Jun # | 2024 thru 30-Jun % |
| | Total Number Findings - Final Action | 2 | N/A | 4 | N/A | 1 | N/A | 0 | N/A | 1 | N/A | 0 |
| Without Hearing | 0 | 0 | 3 | 75 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| With Hearing | 2 | 100 | 1 | 25 | 0 | 0 | 0 | 0 | 1 | 100 | 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 | 2019 # | 2019 % | 2020 # | 2020 % | 2021 # | 2021 % | 2022 # | 2022 % | 2023 # | 2023 % | 2024 thru 30-Jun # | 2024 thru 30-Jun % |
| | Total Number Findings | 2 | N/A | 4 | N/A | 1 | N/A | 0 | N/A | 1 | N/A | 0 |
| Race | 0 | 0 | 1 | 25 | 1 | 100 | 0 | 0 | 1 | 100.00 | 0 | 0 |
| Color | 0 | 0 | 2 | 50 | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 2 | 100 | 3 | 75 | 1 | 100 | 0 | 0 | 0 | 0.00 | 0 | 0.00 |
| Sex (including complaints filed under Equal Pay Act) | 2 | 100 | 3 | 75 | 1 | 100 | 0 | 0 | 1 | 100.00 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0.00 |
| Age | 2 | 100 | 1 | 25 | 0 | 0 | 0 | 0 | 1 | 100.00 | 0 | 0 |
| Disability | 1 | 50 | 1 | 25 | 0 | 0 | 0 | 0 | 1 | 100.00 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0.00 |
| NonEEO basis | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0.00 |
| | 2019 # | 2019 % | 2020 # | 2020 % | 2021 # | 2021 % | 2022 # | 2022 % | 2023 # | 2023 % | 2024 thru 30-Jun # | 2024 thru 30-Jun % |
| Findings After Hearing | 2 | N/A | 3 | N/A | 0 | N/A | 0 | N/A | 1 | | 0 | |
| Race | 0 | 0 | 1 | 33.3 | 0 | 0 | 0 | 0 | 1 | 100.00 | 0 | 0 |
| Color | 0 | 0 | 2 | 66.7 | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0 | 1 | 33.3 | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0.00 |

| | | | | | | | | | | | | |
|---------------------------------------|------------|----|----|-----|-----|---|---|---|---|---|---|---|
| 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 | 1 | 50 | 3 | 300 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 1 | 50 | 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 | 50 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | Denied | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Directed | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 1 | 50 | 1 | 100 | 0 | 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 | 1 | 100 | 0 | 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 | 1 | 100 | 0 | 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 |

| | 2019 # | 2019 % | 2020 # | 2020 % | 2021 # | 2021 % | 2022 # | 2022 % | 2023 # | 2023 # | 2024 thru 30-Jun # | 2024 thru 30-Jun % |
|---------------------------------------|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------------------|
| - | | | | | | | | | | | | |
| Findings Without Hearing | 0 | 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 | 1 | 0 | 0 | 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 |
| | Reprimand** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Disciplinary Warning** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other** | 0 | 0 | 1 | 0 | 0 | 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 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Sexual | 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 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | Denied | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Directed | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 1 | 0 | 0 | 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 | 1 | 100 | 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 | 1 | 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 |
| Time and Attendance | 0 | 0 | 1 | 0 | 0 | 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 | 1 | 100 | 0 | 0 |

| Comparative Data with Previous Fiscal Year Data | | | | | | | |
|---|---|------|------|------|------|------------------|-----|
| Pending Complaints Filed in Previous Fiscal Years by Status | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 thru 30-Jun | |
| Total complaints from previous Fiscal Years | 685 | 744 | 901 | 975 | 892 | 780 | |
| Total Complainants | 571 | 617 | 750 | 808 | 746 | 660 | |
| Number complaints pending | Investigation | 105 | 113 | 119 | 141 | 110 | 98 |
| | Hearing | 447 | 474 | 538 | 578 | 501 | 446 |
| | Final Agency Action | 66 | 117 | 156 | 189 | 217 | 179 |
| | Appeal with EEOC Office of Federal Operations | 67 | 40 | 0 | 67 | 317 | 287 |

| Comparative Data with Previous Fiscal Year Data | | | | | | |
|---|------|------|------|------|------|------------------|
| Complaint Investigations | 2019 | 2020 | 2021 | 2022 | 2022 | 2024 thru 30-Jun |
| Pending Completion Where Investigation Exceeds Required Time Frames | 52 | 46 | 62 | 5 | 115 | 59 |