

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

AMS (Includes Sub-Level Offices)

For 2nd Quarter 2024 for period ending March 31, 2024

Notes:

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.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 03-31)
Number of Complaints Filed	22	22	18	10	21	8
Number of Complainants	22	21	16	10	20	8
Repeat Filers	0	1	2	0	1	0

Part 2 Complaints by Basis						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 03-31)
Race	10	12	8	4	10	4
Color	7	6	1	2	5	3
Religion	3	1	1	3	1	3
Reprisal	13	15	9	5	8	6
Sex	9	9	3	4	8	5
PDA	0	0	0	0	1	0
National Origin	3	2	1	0	3	1
Equal Pay Act	1	0	0	0	0	0
Age	7	10	3	4	6	4
Disability	12	12	5	3	9	3
Genetics	0	0	0	0	0	0
Non-EEO	2	0	1	0	1	3

Part 3 Complaints By Issue

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 03-31)
Appointment/Hire	1	0	1	0	0	0
Assignment of Duties*	1	4	2	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	2	1	0	0	0	0
Disciplinary Action: Suspension	0	2	0	2	1	1
Disciplinary Action: Removal	2	1	0	0	2	1
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	4	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	2	2	0	0	0
Perf. Eval./ Appraisal	4	3	5	1	1	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	11	5	13	2	12	6
Harassment: Sexual	1	0	1	1	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	0	0	3	0
Promotion/Non-Selection	6	4	1	3	6	1
Reassignment: Denied/Directed	1	0	0	0	0	0
Reassignment: Directed	1	1	0	0	0	0
Reasonable Accommodation Disability	6	9	2	1	3	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	2	1	2	0	0
Retirement*	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	0	0	1	0
Termination	0	1	1	0	2	2
Terms/Conditions of Employment*	3	0	0	0	0	0
Time and Attendance	2	2	3	0	3	3
Training	4	1	4	1	1	0
Other Terms/Conditions of Employment*	0	0	0	0	7	4

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 03-31)
Average days in Investigation for all cases pending during FY	183.78	229.1	143.35	164.0	129.94	170.71
Average days in Final Action for all cases pending during FY	66.86	33.44	47.5	8.75	25.2	11.14
Average days in Investigation with Hearing	177.31	247.0	140.33	165.4	131.82	153.60
Average days in Final Action with Hearing	34.5	20.5	2.33	1.0	2.67	5.00
Average Days in Investigation without Hearing	200.6	221.93	145.0	160.5	138.2	213.50
Average Days in Final Action without Hearing	79.8	41.2	57.92	32.0	40.67	48.00

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 03-31)
Total Complaints Dismissed by Agency	0	2	0	1	2	1
Average Days Pending Prior to Dismissal	0	67	0	9	30	139.00
Total Complaints Withdrawn by Complainants	0	10	1	1	2	0

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Part 7 Finding of Discrimination by Basis												
	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 03-31)	FY 2024 % (thru 03-31)
Total Number Findings	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)												
	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 03- 31)	FY 2024 % (thru 03- 31)
Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)												
	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 03- 31)	FY 2024 % (thru 03- 31)
Finding Without Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 8 Finding of Discrimination by Issue

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Part 8 Finding of Discrimination by Issue (with Hearing)
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Part 8 Finding of Discrimination by Issue (without Hearing)

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Part 9 Complaints Pending from Previous FY By Status						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 03-31)
Total complaints from previous Fiscal Years	16	9	13	9	9	16
Total Complainants	16	9	13	9	9	15
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Complaints Pending in Hearing	13	9	12	9	7	13
Complaints Pending Final Agency Action	3	0	2	1	0	0
Complaints Pending Appeal with EEOC Office of Federal Operations	4	7	7	10	11	12

Part 10 Complaint Investigations						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 03-31)
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	1	0	0