

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

ARS (Includes Sub-Level Offices)

For 4th Quarter 2023 for period ending September 30, 2023

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 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Number of Complaints Filed	16	15	13	15	16	13
Number of Complainants	16	14	11	15	16	13
Repeat Filers	0	1	1	0	0	0

Part 2 Complaints by Basis						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Race	7	7	7	7	5	5
Color	4	4	3	1	2	1
Religion	0	5	1	1	1	4
Reprisal	12	10	11	10	7	9
Sex	6	7	8	4	7	7
PDA	0	0	0	1	0	0
National Origin	4	7	1	4	1	1
Equal Pay Act	1	1	0	1	1	1
Age	6	7	3	2	7	2
Disability	6	7	5	5	6	7
Genetics	0	1	0	0	1	1
Non-EEO	1	3	1	2	2	1

Part 3 Complaints By Issue

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Appointment/Hire	0	0	3	3	3	1
Assignment of Duties*	3	4	1	4	3	0
Awards	0	0	0	0	1	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	1	0
Disciplinary Action: Reprimand**	1	0	1	1	0	0
Disciplinary Action: Suspension	2	2	0	0	2	0
Disciplinary Action: Removal	1	2	1	0	0	1
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	3
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	2	0	0
Perf. Eval./ Appraisal	4	7	0	3	6	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	12	7	5	10	9	7
Harassment: Sexual	0	0	0	0	0	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	1	0	0	1
Promotion/Non-Selection	2	4	3	1	3	1
Reassignment: Denied/Directed	0	0	0	0	1	0
Reassignment: Directed	1	0	0	2	1	0
Reasonable Accommodation Disability	3	3	2	3	5	5
Reinstatement*	0	0	1	0	0	0
Religious Accommodation	0	0	0	0	7	1
Retirement*	0	2	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	0	0	0
Termination	1	1	0	1	3	5
Terms/Conditions of Employment*	4	5	3	5	0	0
Time and Attendance	2	3	0	1	0	0
Training	1	1	0	3	4	1
Other Terms/Conditions of Employment*	0	0	0	0	0	4

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Average days in Investigation for all cases pending during FY	152.0	200.5	203.42	147.89	133.73	142.45
Average days in Final Action for all cases pending during FY	45.75	60.0	34.89	11.29	23.67	36.85
Average days in Investigation with Hearing	153.4	210.2	176.75	178.33	134.8	154.75
Average days in Final Action with Hearing	23.67	27.0	21.75	1.6	18.29	24.9
Average Days in Investigation without Hearing	148.5	195.11	208.67	132.67	154.67	135.43
Average Days in Final Action without Hearing	67.83	93.0	48.0	35.5	21.0	46.8

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Total Complaints Dismissed by Agency	3	1	4	3	1	1
Average Days Pending Prior to Dismissal	8	11	39	51	41	41
Total Complaints Withdrawn by Complainants	1	2	1	2	1	1

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Part 7 Finding of Discrimination by Basis

	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count (thru 09-30)	FY 2023 % (thru 09-30)
Total Number Findings	0		1		0		0		0		0	
Race	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	100.00	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	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	100.00	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	1	100.00	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 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count (thru 09- 30)	FY 2023 % (thru 09- 30)
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 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count (thru 09- 30)	FY 2023 % (thru 09- 30)
Finding Without Hearing	0		1		0		0		0		0	
Race	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	100.00	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	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	100.00	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	1	100.00	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 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Total complaints from previous Fiscal Years	7	6	7	9	6	7
Total Complainants	6	5	6	6	5	7
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	7	5	7	9	5	7
Complaints Pending Final Agency Action	0	1	0	1	1	0
Complaints Pending Appeal with EEOC Office of Federal Operations	8	8	10	11	16	10

Part 10 Complaint Investigations						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0