

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

FS (Includes Sub-Level Offices)

For 3rd Quarter 2022 for period ending June 30, 2022

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 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Number of Complaints Filed	143	141	100	70	71	38
Number of Complainants	126	130	88	67	65	36
Repeat Filers	14	9	10	3	5	2

Part 2 Complaints by Basis						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Race	52	33	29	22	21	7
Color	6	3	4	2	5	0
Religion	8	7	3	4	3	7
Reprisal	91	86	61	44	33	16
Sex	52	58	33	32	19	8
PDA	1	0	0	1	1	0
National Origin	16	16	8	8	3	1
Equal Pay Act	1	1	1	1	0	0
Age	59	42	30	20	15	8
Disability	53	58	40	25	20	15
Genetics	1	0	0	2	0	1
Non-EEO	12	12	7	9	8	2

Part 3 Complaints By Issue

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Appointment/Hire	11	10	5	6	8	1
Assignment of Duties*	19	28	21	12	7	0
Awards	0	0	0	1	2	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	2	0	0	0	0
Disciplinary Action: Reprimand**	4	10	6	4	1	0
Disciplinary Action: Suspension	18	13	10	7	7	1
Disciplinary Action: Removal	3	9	9	7	0	1
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	6	0	5	4	1	0
Perf. Eval./ Appraisal	16	17	17	12	8	1
Examination/Test	1	1	1	1	1	0
Harassment: Non-Sexual	92	96	53	39	31	19
Harassment: Sexual	0	6	3	5	0	6
Medical Examination	2	0	1	0	0	0
Pay including overtime	8	2	3	6	2	1
Promotion/Non-Selection	24	18	22	17	18	7
Reassignment: Denied/Directed	2	6	3	2	3	0
Reassignment: Directed	6	7	12	0	1	1
Reasonable Accommodation Disability	23	24	7	6	6	5
Reinstatement*	0	0	1	3	1	0
Religious Accommodation	0	0	1	0	0	2
Retirement*	3	1	6	0	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	2	5	2	0	0
Termination	8	11	9	8	7	3
Terms/Conditions of Employment*	31	34	39	9	5	0
Time and Attendance	16	23	14	7	6	1
Training	12	12	11	5	5	0
Other Terms/Conditions of Employment*	0	0	0	0	0	16

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Average days in Investigation for all cases pending during FY	148.77	171.14	197.39	188.51	139.4	132.51
Average days in Final Action for all cases pending during FY	330.49	28.53	35.75	23.99	21.97	19.76
Average days in Investigation with Hearing	147.32	151.7	210.79	208.53	145.16	142.11
Average days in Final Action with Hearing	159.03	18.95	26.59	14.78	6.43	9.48
Average Days in Investigation without Hearing	152.19	192.08	183.75	162.92	132.3	123.40
Average Days in Final Action without Hearing	467.67	44.33	49.26	35.58	53.12	45.69

Part 5 Complaints Dismissed or Withdrawn						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Total Complaints Dismissed by Agency	34	23	11	10	5	6
Average Days Pending Prior to Dismissal	61	15	54	19	2035	26.67
Total Complaints Withdrawn by Complainants	9	6	9	8	3	6

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 06-30)	FY 2022 % (thru 06-30)
Total Number Findings	1		3		1		7		0		3	
Findings Without Hearing	1	100	2	67	0	0	2	29	0	0	0	0
Findings With Hearing	0	0	1	33	1	100	5	71	0	0	3	100

Part 7 Finding of Discrimination by Basis

	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 06-30)	FY 2022 % (thru 06-30)
Total Number Findings	1		1		1		7		0		2	
Race	1	100.00	0	0.00	0	0.00	1	14.29	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	1	100.00	0	0.00	5	71.43	0	0.00	0	0.00
Sex	0	0.00	1	100.00	0	0.00	3	42.86	0	0.00	1	50.00
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	1	50.00
Disability	0	0.00	0	0.00	1	100.00	1	14.29	0	0.00	2	100.00
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 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 06- 30)	FY 2022 % (thru 06- 30)
Findings After Hearing	0		1		1		5		0		2	
Race	0	0.00	0	0.00	0	0.00	1	20.00	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	1	100.00	0	0.00	4	80.00	0	0.00	0	0.00
Sex	0	0.00	1	100.00	0	0.00	3	60.00	0	0.00	1	50.00
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	1	50.00
Disability	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	2	100.00
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 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 06- 30)	FY 2022 % (thru 06- 30)
Finding Without Hearing	1		0		0		2		0		0	
Race	1	100.00	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	1	50.00	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	1	50.00	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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Total complaints from previous Fiscal Years	199	159	138	114	93	76
Total Complainants	170	135	111	92	76	57
Complaints Pending Investigation	2	5	4	3	3	0
ROI issued, pending Complainant's action	0	0	0	0	0	8
Complaints Pending in Hearing	177	146	129	102	86	52
Complaints Pending Final Agency Action	21	11	7	8	7	5
Complaints Pending Appeal with EEOC Office of Federal Operations	40	52	67	102	112	111

Part 10 Complaint Investigations						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Pending Complaints Where Investigations Exceed Required Time Frames	2	6	2	1	0	1