

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

FS (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	141	100	70	71	59	67
Number of Complainants	130	88	67	65	56	63
Repeat Filers	9	10	3	5	3	4

Part 2 Complaints by Basis						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Race	33	29	22	21	13	21
Color	3	4	2	5	2	9
Religion	7	3	4	3	7	7
Reprisal	86	61	44	33	25	40
Sex	58	33	32	19	12	25
PDA	0	0	1	1	0	0
National Origin	16	8	8	3	2	7
Equal Pay Act	1	1	1	0	0	1
Age	42	30	20	15	13	22
Disability	58	40	25	20	24	27
Genetics	0	0	2	0	1	0
Non-EEO	12	7	9	8	2	9

Part 3 Complaints By Issue

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Appointment/Hire	10	5	6	8	1	2
Assignment of Duties*	28	21	12	7	1	0
Awards	0	0	1	2	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	2	0	0	0	0	0
Disciplinary Action: Reprimand**	10	6	4	1	0	0
Disciplinary Action: Suspension	13	10	7	7	1	4
Disciplinary Action: Removal	9	9	7	0	1	3
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	8
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	5	4	1	0	0
Perf. Eval./ Appraisal	17	17	12	8	1	1
Examination/Test	1	1	1	1	0	0
Harassment: Non-Sexual	96	53	39	31	35	48
Harassment: Sexual	6	3	5	0	6	1
Medical Examination	0	1	0	0	0	1
Pay including overtime	2	3	6	2	1	6
Promotion/Non-Selection	18	22	17	18	13	10
Reassignment: Denied/Directed	6	3	2	3	0	1
Reassignment: Directed	7	12	0	1	2	5
Reasonable Accommodation Disability	24	7	6	6	9	13
Reinstatement*	0	1	3	1	0	0
Religious Accommodation	0	1	0	0	14	0
Retirement*	1	6	0	2	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	5	2	0	0	2
Termination	11	9	8	7	6	10
Terms/Conditions of Employment*	34	39	9	5	0	0
Time and Attendance	23	14	7	6	3	8
Training	12	11	5	5	2	5
Other Terms/Conditions of Employment*	0	0	0	0	0	27

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	171.14	197.39	188.51	139.4	133.79	189.06
Average days in Final Action for all cases pending during FY	28.53	35.75	23.99	21.97	31.77	46.88
Average days in Investigation with Hearing	151.7	210.79	208.53	145.16	142.84	133.62
Average days in Final Action with Hearing	18.95	26.59	14.78	6.43	19.85	12.0
Average Days in Investigation without Hearing	192.08	183.75	162.92	132.3	123.96	239.52
Average Days in Final Action without Hearing	44.33	49.26	35.58	53.12	58.09	76.25

Part 5 Complaints Dismissed or Withdrawn						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Total Complaints Dismissed by Agency	23	11	10	5	9	13
Average Days Pending Prior to Dismissal	15	54	19	2035	29	40.62
Total Complaints Withdrawn by Complainants	6	9	8	3	6	0

Part 6 Total Final Agency Actions Finding Discrimination												
	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	3		1		7		0		2		3	
Findings Without Hearing	2	67	0	0	2	29	0	0	0	0	2	100
Findings With Hearing	1	33	1	100	5	71	0	0	2	100	0	0

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	1		1		7		0		2		3	
Race	0	0.00	0	0.00	1	14.29	0	0.00	1	50.00	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	1	100.00	0	0.00	5	71.43	0	0.00	0	0.00	2	66.67
Sex	1	100.00	0	0.00	3	42.86	0	0.00	1	50.00	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	1	50.00	0	0.00
Disability	0	0.00	1	100.00	1	14.29	0	0.00	2	100.00	1	33.33
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	1		1		5		0		2		0	
Race	0	0.00	0	0.00	1	20.00	0	0.00	1	50.00	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	1	100.00	0	0.00	4	80.00	0	0.00	0	0.00	0	0.00
Sex	1	100.00	0	0.00	3	60.00	0	0.00	1	50.00	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	1	50.00	0	0.00
Disability	0	0.00	1	100.00	0	0.00	0	0.00	2	100.00	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		0		2		0		0		3	
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	1	50.00	0	0.00	0	0.00	2	66.67
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	1	50.00	0	0.00	0	0.00	1	33.33
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

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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	159	138	114	93	55	48
Total Complainants	135	111	92	76	42	36
Complaints Pending Investigation	5	4	3	3	2	3
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	146	129	102	86	49	37
Complaints Pending Final Agency Action	11	7	8	7	6	2
Complaints Pending Appeal with EEOC Office of Federal Operations	52	67	102	112	132	117

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	6	2	1	0	0	4