

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

FSA (Includes Sub-Level Offices)

For 2nd Quarter 2022 for period ending March 31, 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 03-31)
Number of Complaints Filed	33	35	27	17	20	7
Number of Complainants	33	35	27	17	20	7
Repeat Filers	0	0	0	0	0	0

Part 2 Complaints by Basis						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 03-31)
Race	16	18	14	3	6	1
Color	6	8	6	1	3	0
Religion	2	3	3	1	1	1
Reprisal	19	19	12	5	4	1
Sex	15	23	11	7	7	1
PDA	0	0	0	0	1	0
National Origin	3	4	2	0	0	0
Equal Pay Act	0	1	0	0	0	0
Age	14	12	12	7	8	4
Disability	3	9	6	5	5	5
Genetics	0	0	0	0	2	0
Non-EEO	3	5	3	3	5	0

Part 3 Complaints By Issue

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 03-31)
Appointment/Hire	5	1	3	5	1	1
Assignment of Duties*	2	3	7	1	3	0
Awards	0	1	2	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**	4	5	4	2	0	0
Disciplinary Action: Suspension	2	2	2	2	1	1
Disciplinary Action: Removal	1	1	4	2	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	4	6	5	5	1	0
Examination/Test	1	0	0	0	1	0
Harassment: Non-Sexual	16	19	10	4	3	2
Harassment: Sexual	3	3	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	0	0	1	0
Promotion/Non-Selection	10	8	6	5	4	2
Reassignment: Denied/Directed	0	0	2	0	0	0
Reassignment: Directed	2	1	3	0	0	0
Reasonable Accommodation Disability	1	4	3	2	2	0
Reinstatement*	0	0	1	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	4	1	0	0	0
Termination	4	1	2	1	6	1
Terms/Conditions of Employment*	3	10	6	2	3	0
Time and Attendance	1	4	6	2	0	0
Training	1	4	1	1	0	1
Other Terms/Conditions of Employment*	0	0	0	0	0	1

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 03-31)
Average days in Investigation for all cases pending during FY	169.48	161.57	206.65	240.69	151.0	132.35
Average days in Final Action for all cases pending during FY	103.36	38.47	45.77	38.41	37.59	24.38
Average days in Investigation with Hearing	202.87	177.23	231.91	249.33	187.0	131.50
Average days in Final Action with Hearing	0.0	9.0	24.09	26.53	19.5	1.00
Average Days in Investigation without Hearing	141.67	141.2	183.5	232.08	107.8	132.82
Average Days in Final Action without Hearing	50.38	58.11	67.45	59.08	60.67	38.40

Part 5 Complaints Dismissed or Withdrawn						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 03-31)
Total Complaints Dismissed by Agency	2	3	4	1	1	1
Average Days Pending Prior to Dismissal	40	16	22	23	24	59.00
Total Complaints Withdrawn by Complainants	5	2	1	3	2	1

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 03-31)	FY 2022 % (thru 03-31)
Total Number Findings	2		1		0		1		0		0	
Findings Without Hearing	2	100	1	100	0	0	0	0	0	0	0	0
Findings With Hearing	0	0	0	0	0	0	1	100	0	0	0	0

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 03- 31)	FY 2022 % (thru 03- 31)
Total Number Findings	1		0		0		1		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	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	100.00	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	1	100.00	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 03- 31)	FY 2022 % (thru 03- 31)
Findings After Hearing	0		0		0		1		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	1	100.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	100.00	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	1	100.00	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 03- 31)	FY 2022 % (thru 03- 31)
Finding Without Hearing	1		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	1	100.00	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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)
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[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 03-31)
Total complaints from previous Fiscal Years	32	38	38	24	12	22
Total Complainants	32	38	38	24	12	21
Complaints Pending Investigation	0	0	1	0	1	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	32	37	34	21	10	14
Complaints Pending Final Agency Action	0	1	5	3	1	5
Complaints Pending Appeal with EEOC Office of Federal Operations	9	11	13	21	19	16

Part 10 Complaint Investigations						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 03-31)
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	1	0	0	0