

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

OCFO (Includes Sub-Level Offices)

For 1st Quarter 2022 for period ending December 31, 2021

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 12-31)
Number of Complaints Filed	35	42	35	27	17	3
Number of Complainants	34	41	32	25	15	3
Repeat Filers	1	1	3	2	2	0

Part 2 Complaints by Basis						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Race	20	34	24	10	8	0
Color	12	23	19	4	3	1
Religion	4	0	0	0	1	0
Reprisal	18	24	17	14	11	3
Sex	15	13	11	7	2	2
PDA	0	0	0	0	0	0
National Origin	3	5	1	3	1	0
Equal Pay Act	0	1	0	0	0	0
Age	13	7	13	20	7	0
Disability	14	14	13	7	3	2
Genetics	0	0	0	0	0	0
Non-EEO	4	4	3	1	1	0

Part 3 Complaints By Issue

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Appointment/Hire	3	0	1	1	2	0
Assignment of Duties*	12	12	4	9	3	0
Awards	4	10	1	0	1	0
Conversion to Full Time/Perm Status*	2	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	1	0	0
Disciplinary Action: Reprimand**	4	2	3	1	2	0
Disciplinary Action: Suspension	1	1	1	0	0	0
Disciplinary Action: Removal	0	0	1	1	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	3	3	0	0	0
Perf. Eval./ Appraisal	7	9	11	11	6	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	24	26	20	10	9	2
Harassment: Sexual	0	2	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	1	2	3	0	0
Promotion/Non-Selection	13	3	6	7	5	3
Reassignment: Denied/Directed	1	2	0	0	0	0
Reassignment: Directed	3	2	0	2	1	0
Reasonable Accommodation Disability	7	6	2	5	1	0
Reinstatement*	0	0	1	0	0	0
Religious Accommodation	1	0	0	0	0	0
Retirement*	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	3	3	0	0	0
Termination	1	1	0	0	0	0
Terms/Conditions of Employment*	6	2	6	2	0	0
Time and Attendance	8	6	2	2	1	0
Training	2	4	2	1	1	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Average days in Investigation for all cases pending during FY	160.53	152.16	176.29	188.2	141.82	0.00
Average days in Final Action for all cases pending during FY	99.18	42.92	39.58	46.38	28.06	0.00
Average days in Investigation with Hearing	161.89	148.33	160.33	178.82	133.5	0.00
Average days in Final Action with Hearing	103.95	48.75	38.05	45.92	20.17	0.00
Average Days in Investigation without Hearing	159.3	155.79	223.2	195.57	144.38	0.00
Average Days in Final Action without Hearing	93.89	40.0	45.4	46.83	32.36	0.00

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Total Complaints Dismissed by Agency	3	4	7	3	1	0
Average Days Pending Prior to Dismissal	33	6	17	27	55	0.00
Total Complaints Withdrawn by Complainants	5	1	0	6	1	0

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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 12-31)	FY 2022 % (thru 12-31)
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 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 12- 31)	FY 2022 % (thru 12- 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 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 12- 31)	FY 2022 % (thru 12- 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

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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 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Total complaints from previous Fiscal Years	6	5	8	8	6	10
Total Complainants	6	5	8	8	6	10
Complaints Pending Investigation	1	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	1	0	0	0
Complaints Pending in Hearing	4	4	6	7	4	6
Complaints Pending Final Agency Action	0	1	0	1	2	2
Complaints Pending Appeal with EEOC Office of Federal Operations	7	8	8	12	12	8

Part 10 Complaint Investigations						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	1	0	0	0