

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Headquarters (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	68	61	57	36	52	53
Number of Complainants	64	61	57	36	52	51
Repeat Filers	3	0	0	0	0	2
Complaints Broken Down by Basis ¹	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Race	21	22	20	17	10	17
Color	10	13	16	11	8	11
Religion	1	2	3	3	17	3
Reprisal	34	28	29	23	23	25
Sex	33	31	39	15	21	19
PDA	0	3	1	0	0	0

¹ The Department notes that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of EEO complaints for a given fiscal year.

National Origin	6	11	8	6	5	8
Equal Pay Act	2	0	0	0	0	0
Age	29	23	22	15	20	18
Disability	24	17	21	12	22	20
Genetics	2	0	1	1	6	0
Non-EEO	2	0	0	0	0	0
Complaints Broken Down by Issue²	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Appointment/Hire	4	2	11	10	3	3
Assignment of Duties	16	8	8	3	7	0
Awards	1	1	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	1	0
Reprimand	8	6	6	1	3	0
Suspension	3	1	0	1	1	3
Removal	5	3	1	0	0	0
Other	0	0	1	0	1	1
Duty Hours	2	0	1	0	0	0
Perf. Eval./ Appraisal	13	16	7	3	5	9
Examination/Test	0	0	0	0	1	0

² The Department notes that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of EEO complaints for a given fiscal year.

Harassment						
Non-Sexual	25	26	27	18	26	22
Sexual	1	1	2	0	0	0
Medical Examination	0	0	0	0	2	0
Pay including overtime	2	0	0	0	2	1
Promotion/Non-Selection	14	20	3	5	13	11
Reassignment						
Denied	0	0	0	0	0	1
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	6	6	7	5	7	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	5	2
Retirement	1	1	0	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	3	2	0	0	1
Termination	3	2	4	0	1	9
Terms/Conditions of Employment	3	0	4	1	10	6
Time and Attendance	4	1	5	0	1	1
Training	3	4	1	1	1	1
Other						
	Comparative Data					
Processing Time	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						

Average number of days in investigation	260.67	250.43	294.81	309.60	218.92	286.00
Average number of days in final action	242.50	216.00	413.92	246.22	262.60	259.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	237.86	273.77	293.00	340.69	233.27	268.00
Average number of days in final action	84.12	60.00	158.38	60.88	288.67	152.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	297.91	205.19	297.09	256.73	197.62	348.00
Average number of days in final action	379.50	192.91	530.13	287.64	149.33	387.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	3	2	6	2	5	8
Average days pending prior to dismissal	88	164	502.33	446	91.6	233.38
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	6	4	7	5	7	3
Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
	#	#	#	#	#	#
Total Number Findings	0	1	0	1	0	0
Without Hearing	0	1	0	1	0	0

With Hearing	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
	#	#	#	#	#	#
Total Number Findings³	0	1	0	1	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	1	0	1	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	1	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings After Hearing⁴						
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0

³ The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of findings for a given fiscal year.

⁴ See Footnote 3.

Sex	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0
Findings Without Hearing⁵							
Race	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0
Reprisal	0	1	0	1	0	0	0
Sex	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0
Disability	0	1	0	0	0	0	0
Genetics	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0

⁵ See Footnote 3.

Findings of Discrimination Rendered by Issue ⁶	Comparative Data							
	Previous Fiscal Year Data					2023 Thru 09-30		
	2018	2019	2020	2021	2022			
	#	#	#	#	#	#		
Total Number Findings	0	1	0	1	0	0		
Appointment/Hire	0	0	0	0	0	0		
Assignment of Duties	0	0	0	0	0	0		
Awards	0	0	0	0	0	0		
Conversion to Full Time/Perm Status	0	0	0	0	0	0		
Disciplinary Action								
Demotion	0	0	0	0	0	0		
Reprimand	0	0	0	0	0	0		
Suspension	0	0	0	0	0	0		
Removal	0	0	0	0	0	0		
Other	0	0	0	0	0	0		
Duty Hours	0	0	0	0	0	0		
Perf. Eval./ Appraisal	0	0	0	0	0	0		
Examination/Test	0	0	0	0	0	0		
Harassment								
Non-Sexual	0	0	0	1	0	0		
Sexual	0	0	0	0	0	0		

⁶ The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of findings for a given fiscal year.

Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							
Denied	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0
Termination	0	1	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other - User Define							
Findings After Hearing⁷	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
Disciplinary Action							

⁷ See Footnote 6.

Demotion	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							
Denied	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0

Training	0	0	0	0	0	0	0
Other - User Define							
Findings Without Hearing⁸	0	1	0	1	0	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	0	0	0	1	0	0	0
Sexual	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							

⁸ See Footnote 6.

Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	1	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	94	109	103	73	60	99
Total Complainants	80	92	89	65	51	51

Number complaints pending

Investigation	3	7	7	7	6	6
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	66	72	68	52	42	23

Final Agency Action	19	26	30	15	12	11
Appeal with EEOC Office of Federal Operations	30	20	15	14	12	16
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	11	16	16	12	13	12