

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

ARS (includes sub-level offices)

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	16	15	13	15	16	13
Number of Complainants	16	14	11	15	16	13
Repeat Filers	0	1	1	0	0	0
Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	7	7	7	7	5	5
Color	4	4	3	1	2	1
Religion	0	5	1	1	1	4
Reprisal	12	10	11	10	7	9
Sex	6	7	8	4	7	7

PDA	0	0	0	1	0	0
National Origin	4	7	1	4	1	1
Equal Pay Act	1	1	0	1	1	1
Age	6	7	3	2	7	2
Disability	6	7	5	5	6	7
Genetics	0	1	0	0	1	1
Non-EEO	1	3	1	2	2	1

Part 3 Complaints By Issue	Comparative Data					
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<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with:</i></p> <p><i>* are reported under Other Terms / Conditions of Employment.</i></p> <p><i>** are reported under Other Disciplinary Actions.</i></p> <p><i>The 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 for the current FY starting in FY2023.</i></p>	Previous Fiscal Year Data					2023 Thru 09- 30
	2018	2019	2020	2021	2022	

Appointment/Hire	0	0	3	3	3	1
Assignment of Duties*	3	4	1	4	3	0
Awards	0	0	0	0	1	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0

Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand**	1	0	1	1	0	0
Suspension	2	2	0	0	2	0
Removal	1	2	1	0	0	1
Other Disciplinary Actions**	0	0	0	0	0	3
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	2	0	0
Perf. Eval./ Appraisal	4	7	0	3	6	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	12	7	5	10	9	7
Sexual	0	0	0	0	0	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	1	0	0	1
Promotion/Non-Selection	2	4	3	1	3	2
Reassignment						
Reassignment: Denied/Directed	0	0	0	0	1	0
Directed	1	0	0	2	1	0
Reasonable Accommodation Disability	3	3	2	3	5	5
Reinstatement*	0	0	1	0	0	0

Religious Accommodation	0	0	0	0	7	1
Retirement*	0	2	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	0	0	0
Termination	1	1	0	1	3	5
Terms/Conditions of Employment*	4	5	3	5	0	0
Time and Attendance	2	3	0	1	0	0
Training	1	1	0	3	4	1
Other Terms/Conditions of Employment*	0	0	0	0	0	4
User Defined - Other 1*	0	1	1	1	0	0
User Defined - Other 2*	0	0	0	1	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0
Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	152.0	200.5	203.42	147.89	133.73	142.45
Average number of days in final action	45.75	60.0	34.89	11.29	23.67	36.85
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	153.4	210.2	176.75	178.33	134.8	154.75

Average number of days in final action	23.67	27.0	21.75	1.6	18.29	24.90
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	148.5	195.11	208.67	132.67	154.67	135.43
Average number of days in final action	67.83	93.0	48.0	35.5	21.0	46.80
Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	3	1	4	3	1	1
Average days pending prior to dismissal	8	11	39	51	41	41.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	2	1	2	1	1

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Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					

		2018		2019		2020		2021		2022		2023 Thru 09-30	
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		0		1		0		0		0		0	
Without Hearing		0	0	1	100	0	0	0	0	0	0	0	0
With Hearing		0	0	0	0	0	0	0	0	0	0	0	0
Part 7 Finding of Discrimination Rendered by Basis		Comparative Data											
		Previous Fiscal Year Data										2023 Thru 09-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2018		2019		2020		2021		2022		#		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		1		0		0		0		0		
Race	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	
Color	0	0.00	1	100.00	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	0	0.00	0	0.00	0	0.00	
Sex	0	0.00	1	100.00	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	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	

Reprisal	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	100.00	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	1	100.00	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

Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

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Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	7	6	7	9	6	7
Total Complainants	6	5	6	6	5	7
Number complaints pending						

Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	7	5	7	9	5	7
Final Agency Action	0	1	0	1	1	0
Appeal with EEOC Office of Federal Operations	8	8	10	11	16	10

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0