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

FNCS (includes sub-level offices)

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

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	ata		0000 Th 00 00
	2018	2019			2022	2023 Thru 09-30
Number of Complaints Filed	11	11	19	9	6	18
Number of Complainants	10	11	18	9	6	17
Repeat Filers	1	0	1	0	0	1

Dowt 2 Complaints by Dosis		Comparative Data												
Part 2 Complaints by Basis		Pre	evious Fiscal Year I	Data		2023 Thru								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	09-30								
Race	8 7 6				4	6								
Color	3	3	1	3	1	2								
Religion	0	1	1	0	0	1								
Reprisal	9	8	11	5	6	14								
Sex	6	6	8	6	1	7								
PDA	0	1	1	0	0	0								
National Origin	2	1	2	1	0	5								
Equal Pay Act	0	2	0	0	0	0								
Age	3	3	10	3	2	5								
Disability	6	7	8	4	3	7								
Genetics	0	0	0	0	0	1								
Non-EEO	0	1	1	0	0	1								

Part 3 Complaints By Issue						
Note: 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. The reporting of Reassignment Claims has been changed from two separate Denied and		2023 Thru 09-30				
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.	2018	2019	2020	2021	2022	
Appointment/Hire	0	0	2	2	0	2
Assignment of Duties*	4	2	1	0	0	0
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action	•	1	•		-	•
Demotion	0	0	0	0	0	0
Reprimand**	4	4	1	1	0	0
Suspension	2	2	1	0	1	0
Removal	0	0	2	1	1	0
Other Disciplinary Actions**	0	0	0	0	0	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	1	0	0	0
Perf. Eval./ Appraisal	2	3	3	0	1	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	8	9	6	4	4	11
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	5	0	0	0
Promotion/Non-Selection	1	0	5	0	2	1
Reassignment	,					<u>, </u>
Reassignment: Denied/Directed	1	1	1	0	0	1
Directed	0	1	0	2	0	0
Reasonable Accommodation Disability	5	4	3	0	2	4
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	1	0	3	0	0	0
Termination	0	1	1	0	1	1
Terms/Conditions of Employment*	3	4	1	2	0	0
Time and Attendance	3	2	1	0	0	1
Training	2	1	1	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	5
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

		parative Data							
Part 4 Processing Time		Pr	evious Fiscal Year [Data		2022 Thru 00 20			
	2018	2019	2020	2021	2022	2023 Thru 09-30			
Complaints pending during fiscal year	•		,			•			
Average number of days in investigation	130.13	191.11	212.47	145.13	148.5	163.33			
Average number of days in final action	48.62	59.33	22.67	77.89	15.83	22.38			
Complaints pending during fiscal year where	hearing was requested					•			
Average number of days in investigation	0.0	233.2	225.44	144.67	146.0	169.4			
Average number of days in final action	1.0	28.5	13.25	153.75	1.0	19.67			
Complaints pending during fiscal year where	hearing was not request	ed	•	•		•			
Average number of days in investigation	130.13	138.5	197.88	146.5	151.0	155.75			
Average number of days in final action	52.58	74.75	30.2	17.2	45.5	30.5			

	Comparative Data											
Part 5 Complaints Dismissed by Agency		Previous Fiscal Year Data										
	2018	2019	2020	2021	2022	2023 Thru 09-30						
Part 5 Complaints Dismissed by Agency	2	1	0	1	0	2						
Average days pending prior to dismissal	20	15	0	660	0	36						
	complaints Withd	rawn by Complai	nants									
Total Complaints Withdrawn by Complainants	0	0	1	1	0	2						

	Comparative Data												
Dowt C Total Final Against Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				2023	3 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	20)18	20)19	20)20	20)21	20)22	09	9-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		0		0		0		1		
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	1	100	

Part 7 Finding of Discrimination Rendered by	Comparative Data													
Basis				Pre	vious Fis	cal Year D	ata				2023	3 Thru		
Note: Complaints can be filed alleging multiple	2018		20	2019		2020		2021)22	09	-30		
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		0		0		1			
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00		
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	1	100.00		
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	1	100.00		
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00		
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		

Findings After Hearing	0		0		0		0		0		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
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	1	100.00
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	1	100.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
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
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

1	1	1	ı	ı	ı	1	1	1	ı	ı	ı	ı
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

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

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.

	Comparative Data											
Part 8 Finding of Discrimination Rendered by Issue				Previo	us Fiso	cal Yea	ar Data	1	<u> </u>			Thru 09
r art o'r mamig o'r Diodiminianon r terraerea by reede	20	18	20	19	20	20	20)21	20)22		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action											_	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	<u>'</u>	•	!	!	!	!			!		•	•
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	'	!	!	!	!	į		!	!	!	!	
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	1	100
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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

Findings After Hearing	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	<u> </u>	<u> </u>		l	ļ.	<u> </u>		<u>ļ</u>	<u>I</u>	l		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment				<u> </u>	l			ı	ļ.	ļ.		<u> </u>
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	<u>!</u>	<u>!</u>		·	!	<u>!</u>			!		<u>!</u>	1
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	1	100
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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

Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		-								-		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment											•	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		•		•				•		•		
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Total complaints from previous Fiscal Years	11	11	15	9	6	2		
Total Complainants	10	9	13	9	6	2		
Number complaints pending	-							
Investigation	0	0	0	0	0	0		
ROI issued, pending Complainant's action	0	0	0	0	0	0		
Hearing	10	11	10	9	6	2		
Final Agency Action	1	0	0	0	0	0		
Appeal with EEOC Office of Federal Operations	3	4	5	5	6	2		

	Comparative Data							
Part 10 Complaint Investigations		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0		