

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## FSA (and below)

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

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2022Thru12-31 |
|  | 2017                      | 2018 | 2019 | 2020 | 2021 |               |
| Number of Complaints Filed   | 33                        | 35   | 27   | 17   | 20   | 5             |
| Number of Complainants   | 33                        | 35   | 27   | 17   | 20   | 5             |
| Repeat Filers  | 0                         | 0    | 0    | 0    | 0    | 0             |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2022Thru12-31 |
|  | 2017                      | 2018 | 2019 | 2020 | 2021 |               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |               |
| Race   | 16                        | 18   | 14   | 3    | 6    | 1             |
| Color  | 6                         | 8    | 6    | 1    | 3    | 0             |
| Religion   | 2                         | 3    | 3    | 1    | 1    | 0             |
| Reprisal   | 19                        | 19   | 12   | 5    | 4    | 1             |
| Sex  | 15                        | 23   | 11   | 7    | 7    | 0             |
| 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           | 3                      |
| Disability   | 3                                | 9           | 6           | 5           | 5           | 3                      |
| Genetics   | 0                                | 0           | 0           | 0           | 2           | 0                      |
| Non-EEO  | 3                                | 5           | 3           | 3           | 5           | 0                      |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                        |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2022 Thru 12-31</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2017</b>                      | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> |                        |
| 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                      |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                        |
| Demotion   | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Reprimand  | 4                                | 5           | 4           | 2           | 0           | 0                      |
| Suspension   | 2                                | 2           | 2           | 2           | 1           | 1                      |
| Removal  | 1                                | 1           | 4           | 2           | 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                      |
| <b>Harassment</b>  |                                  |             |             |             |             |                        |
| Non-Sexual   | 16                               | 19          | 10          | 4           | 3           | 0                      |
| 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           | 1                    |
| <b>Reassignment</b>                   |                                  |             |             |             |             |                      |
| Denied                                | 0                                | 0           | 2           | 0           | 0           | 0                    |
| 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           | 0                    |
| Terms/Conditions of Employment        | 3                                | 10          | 6           | 2           | 3           | 1                    |
| Time and Attendance                   | 1                                | 4           | 6           | 2           | 0           | 0                    |
| Training                              | 1                                | 4           | 1           | 1           | 0           | 0                    |
| <b>Other</b>                          |                                  |             |             |             |             |                      |
| User Defined - Other 1                | 0                                | 0           | 0           | 0           | 0           | 1                    |
| 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                    |
| <b>Processing Time</b>                | <b>Comparative Data</b>          |             |             |             |             |                      |
|                                       | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2022Thru12-31</b> |
|                                       | <b>2017</b>                      | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> |                      |
| Complaints pending during fiscal year |                                  |             |             |             |             |                      |



|   |                                  |          |             |          |             |          |             |          |             |          |                      |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| With Hearing  | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0           | 0        | 0                    | 0        |
| <b>Findings of Discrimination Rendered by Basis</b>   | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                      |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2022Thru12-31</b> |          |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | <b>2017</b>                      |          | <b>2018</b> |          | <b>2019</b> |          | <b>2020</b> |          | <b>2021</b> |          |                      |          |
|   | <b>#</b>                         | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>             | <b>%</b> |
| <b>Total Number Findings</b>  | 1                                |          | 0           |          | 0           |          | 1           |          | 0           |          | 0                    |          |
| Race  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Color   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Religion  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Reprisal  | 1                                | 100      | 0           | 0        | 0           | 0        | 1           | 100      | 0           | 0        | 0                    | 0        |
| Sex   | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0           | 0        | 0                    | 0        |
| PDA   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| National Origin   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Equal Pay Act   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Age   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Disability  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Genetics  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Non-EEO   | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0           | 0        | 0                    | 0        |
|   |                                  |          |             |          |             |          |             |          |             |          |                      |          |
| <b>Findings After Hearing</b>   | 0                                |          | 0           |          | 0           |          | 1           |          | 0           |          | 0                    |          |
| Race  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Color   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Religion  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Reprisal  | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0           | 0        | 0                    | 0        |
| Sex   | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0           | 0        | 0                    | 0        |

|   |                                  |          |             |          |             |          |             |          |             |          |                           |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|---------------------------|----------|
| PDA   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| National Origin   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Equal Pay Act   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Age   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Disability  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Genetics  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Non-EEO   | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0           | 0        | 0                         | 0        |
|   |                                  |          |             |          |             |          |             |          |             |          |                           |          |
| <b>Findings Without Hearing</b>                             | 1                                |          | 0           |          | 0           |          | 0           |          | 0           |          | 0                         |          |
| Race  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Color   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Religion  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Reprisal  | 1                                | 100      | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Sex   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| PDA   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| National Origin   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Equal Pay Act   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Age   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Disability  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Genetics  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Non-EEO   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| <b>Findings of<br/>Discrimination Rendered<br/>by Issue</b> | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                           |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2022Thru12-<br/>31</b> |          |
|   | <b>2017</b>                      |          | <b>2018</b> |          | <b>2019</b> |          | <b>2020</b> |          | <b>2021</b> |          |                           |          |
|   | <b>#</b>                         | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>                  | <b>%</b> |
|   | <b>Total Number Findings</b>     | 1        |             | 0        |             | 0        |             | 1        |             | 0        |                           | 0        |







|                                     |   |   |   |   |   |   |   |     |   |   |   |   |
|-------------------------------------|---|---|---|---|---|---|---|-----|---|---|---|---|
| Harassment                          |   |   |   |   |   |   |   |     |   |   |   |   |
| Non-Sexual                          | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| 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                        |   |   |   |   |   |   |   |     |   |   |   |   |
| Denied                              | 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 - User Define                 |   |   |   |   |   |   |   |     |   |   |   |   |
| 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 |
|                                     |   |   |   |   |   |   |   |     |   |   |   |   |



|  |                                  |             |             |             |             |    |                      |   |   |   |   |   |
|--|----------------------------------|-------------|-------------|-------------|-------------|----|----------------------|---|---|---|---|---|
| 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                                     | 1                                | 100         | 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 - User Define  |                                  |             |             |             |             |    |                      |   |   |   |   |   |
| 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 |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b> | <b>Comparative Data</b>          |             |             |             |             |    | <b>2022Thru12-31</b> |   |   |   |   |   |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             |    |                      |   |   |   |   |   |
|  | <b>2017</b>                      | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> |    |                      |   |   |   |   |   |
| Total complaints from previous Fiscal Years                        | 32                               | 38          | 38          | 24          | 12          | 27 |                      |   |   |   |   |   |
| Total Complainants   | 32                               | 38          | 38          | 24          | 12          | 25 |                      |   |   |   |   |   |
| <b>Number complaints pending</b>                                   |                                  |             |             |             |             |    |                      |   |   |   |   |   |
| Investigation  | 0                                | 0           | 1           | 0           | 1           | 7  |                      |   |   |   |   |   |
| ROI issued, pending Complainant's action                           | 0                                | 0           | 0           | 0           | 0           | 2  |                      |   |   |   |   |   |
| Hearing  | 32                               | 37          | 34          | 21          | 10          | 15 |                      |   |   |   |   |   |
| Final Agency Action  | 0                                | 1           | 5           | 3           | 1           | 3  |                      |   |   |   |   |   |
| Appeal with EEOC Office of Federal Operations                      | 9                                | 11          | 13          | 21          | 19          | 23 |                      |   |   |   |   |   |

| Complaint Investigations  | Comparative Data          |      |      |      |      |               |
|---|---------------------------|------|------|------|------|---------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2022Thru12-31 |
|   | 2017                      | 2018 | 2019 | 2020 | 2021 |               |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                         | 1    | 1    | 0    | 0    | 0             |