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

		•	Comparative	·		
Part 1 Complaint Activity		Prev	ious Fiscal Year D	ata		2023
netivity	2018	2019	2020	2021	2022	Thru 09- 30
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		•	Comparative	e Data		
Basis		Prev	vious Fiscal Year I)ata		2023
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	Thru 09-30
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						
Part 3 Co	mplaints By Issue			Con	nparative D	ata			
Note: Complaints can be file									
The sum of the bases may not starting in FY2022, issues not are reported under Other ** are reported under Other The reporting of Reassignm two separate Denied and Differst row now accommodate	ot equal total complaints narked with: Terms / Conditions of Em Disciplinary Actions. ent Claims has been chan rected rows to one combi	filed. ployment. nged from ned row: the		Previous F	iscal Year D	Oata		2023 Thru 09- 30	
The sum of the bases may not starting in FY2022, issues not are reported under Other ** are reported under Other The reporting of Reassignm two separate Denied and Discourse for the sum of the sum o	ot equal total complaints narked with: Terms / Conditions of Em Disciplinary Actions. ent Claims has been chan rected rows to one combi s both "Reassignment: econd row has been depre	filed. ployment. nged from ned row: the	2018	Previous F	iscal Year D)ata 2021	2022	Thru 09-	
The sum of the bases may not starting in FY2022, issues in * are reported under Other ** are reported under Other The reporting of Reassign in two separate Denied and Differst row now accommodate Denied/Directed" and the se	ot equal total complaints narked with: Terms / Conditions of Em Disciplinary Actions. ent Claims has been chan rected rows to one combi s both "Reassignment: econd row has been depre	filed. ployment. nged from ned row: the	2018				2022	Thru 09-	
The sum of the bases may not starting in FY2022, issues in * are reported under Other ** are reported under Other The reporting of Reassignm two separate Denied and Differst row now accommodate Denied/Directed" and the securrent FY starting in FY20.	ot equal total complaints narked with: Terms / Conditions of Em Disciplinary Actions. ent Claims has been chan rected rows to one combi s both "Reassignment: econd row has been depre	filed. ployment. nged from ned row: the		2019	2020	2021		Thru 09- 30	
The sum of the bases may not starting in FY2022, issues in * are reported under Other ** are reported under Other The reporting of Reassign in two separate Denied and Differst row now accommodate Denied/Directed" and the securrent FY starting in FY20. Appointment/Hire	ot equal total complaints narked with: Terms / Conditions of Em Disciplinary Actions. ent Claims has been chan rected rows to one combi s both "Reassignment: econd row has been depre	filed. ployment. nged from ned row: the	0	2019 0	2020	2021	3	Thru 09- 30	

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

D 1:				,	.			-	4
Religious Accommodation			0)	0	0	7	1
Retirement*			0	2	2	0	0	0	0
Sex-Stereotyping			0	()	0	0	0	0
Telework			1	()	0	0	0	0
Termination			1	1	1	0	1	3	5
Terms/Conditions of Employs	ment*		4	ŗ	5	3	5	0	0
Time and Attendance			2	3	3	0	1	0	0
Training			1	1	1	0	3	4	1
Other Terms/Conditions of En	nployment*		0	()	0	0	0	4
User Defined - Other 1*			0	1	1 1		1	0	0
User Defined - Other 2*			0	()	0	1	0	0
User Defined - Other 3*		0	()	0	0	0	0	
User Defined - Other 4*			0	()	0	0	0	0
			Compa	rative	Data				
Part 4 Processing Time		Pre	evious Fiscal Y	Year D	ata				2023
	2018	2019	2020		2	2021	2022	— Th	ru 09- 30
Complaints pending during fisc	al year							'	
Average number of days in investigation	152.0	200.5	203.42		1	47.89	133.73	1	42.45
Average number of days in final action	45.75	60.0	34.89	34.89 11.29			23.67	3	6.85
Complaints pending during fisc	al year where heari	ng was requested	ed						
Average number of days in investigation	153.4	210.2	176.75		1	78.33	134.8	1	54.75

Average number of days in final action	23.67	27.0	21.75	1.6	1	8.29	24.90				
Complaints pending during fisc	al year where hearing v	vas not request	ed								
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	48.0 35.5 21.0							
		Comparative Data									
Part 5 Complaints Dism	nissed by Agency		Previo	us Fiscal Year D	ata		2023				
		2018	2019	2020	2021	2022	Thru 09-30				
Part 5 Complaints Dismisse	ed by Agency	3	1	4	3	1	1				
Average days pending prior	r to dismissal	8	11	39	51	41	41.00				
	Complaints Withdrawn by Complainants										
Total Complaints Withdraw	vn by Complainants										

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 6 Total Final Agency Actions Finding Discrimination **Comparative Data**

Previous Fiscal Year Data

	2018		20	19	20	20	20	21	202	22		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	Comparative Data													
by Basis				F	Previous Fis	cal Yea	r Data				202	3 Thru		
Note: Complaints can be filed alleging multiple bases. The	201	.8	2	2019	2020)	20	21	20	022	0	9-30		
sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
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		

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		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
Finding Without Hearing	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
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

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

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.

					Com	parati	ve Da	ta				
Part 8 Finding of Discrimination Rendered			Pr	eviou	s Fisca	al Yea	r Data				202	
by Issue	20	18	20	19	20	20	20	21	202	22	Thru 30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		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	1	100	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	1	100	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	1	100	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
Findings After 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
Findings Without Hearing	0		1		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	1	100	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	1	100	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														
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	1	100	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

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 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data									
	F	2023								
	2018	2019	2020	2021	2022	Thru 09-30				
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

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