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

### **NIFA**

For 4th 0	Quarter 2023	for period	l ending Se	ptember 30	2023

			Comparati	ve Data							
Part 1 Complaint Activity		Pı	evious Fiscal Year	Data		2023 Thru					
	2018	2019	2020	2021	2022	09-30					
Number of Complaints Filed	3	3	0	0	0	0					
Number of Complainants	3	3	0	0	0	0					
Repeat Filers	0	0	0	0	0	0					
Dawt 2 Complaints by Dasis	Comparative Data										
Part 2 Complaints by Basis	Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 09-30					
Race	2	3	0	0	0	0					
Color	2	2	0	0	0	0					
Religion	0	1	0	0	0	0					
Reprisal	3	0	0	0	0	0					
Sex	3	2	0	0	0	0					

PDA	0	0	0		0	0		0			
National Origin	1	0	0		0	0 0		0			
Equal Pay Act	0	0	0		0	0	0				
Age	1	1	0		0	0	0				
Disability	2	2	0		0	0	0				
Genetics	0	1	0	0 0							
Non-EEO	2	1	0		0	0		0			
Part 3 Complaints	By Issue			Co	mparative	Data					
Note: Complaints can be filed alleging The sum of the bases may not equal											
The sum of the bases may not equal Starting in FY2022, issues marked w * are reported under Other Terms / Employment. ** are reported under Other Discipli The reporting of Reassignment Clain from two separate Denied and Direct	total complaint vith: Conditions of nary Actions. ms has been che cted rows to one	ts filed. anged		Previous	Fiscal Year	r Data		2023 Thru 09- 30			
The sum of the bases may not equal Starting in FY2022, issues marked w * are reported under Other Terms / Employment. ** are reported under Other Discipli The reporting of Reassignment Clain from two separate Denied and Direct combined row: the first row now acc "Reassignment: Denied/Directed" an	total complaint vith: Conditions of nary Actions. ms has been che cted rows to one commodates bo nd the second re	anged e th ow has	2018	Previous 2019	Fiscal Year	r Data 2021	2022	Thru 09-			
The sum of the bases may not equal Starting in FY2022, issues marked w * are reported under Other Terms / Employment. ** are reported under Other Discipli The reporting of Reassignment Clain from two separate Denied and Direct combined row: the first row now acco "Reassignment: Denied/Directed" an been deprecated for the current FY s	total complaint vith: Conditions of nary Actions. ms has been che cted rows to one commodates bo nd the second re	anged e e th ow has	<b>2018</b>				<b>2022</b>	Thru 09-			
The sum of the bases may not equal Starting in FY2022, issues marked w * are reported under Other Terms / Employment. ** are reported under Other Discipli The reporting of Reassignment Clain from two separate Denied and Direct combined row: the first row now accombined row: the first row now accombined row: Denied/Directed" and been deprecated for the current FY separate Denied (Appointment/Hire)	total complaint vith: Conditions of nary Actions. ms has been che cted rows to one commodates bo nd the second re	anged e e th ow has		2019	2020	2021		Thru 09- 30			
The sum of the bases may not equal Starting in FY2022, issues marked w * are reported under Other Terms / Employment. ** are reported under Other Discipli The reporting of Reassignment Clain from two separate Denied and Direct combined row: the first row now acc	total complaint vith: Conditions of nary Actions. ms has been che cted rows to one commodates bo nd the second re	anged e e th ow has	0	<b>2019</b>	<b>2020</b> 0	<b>2021</b>	0	Thru 09- 30			

Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	0	2	0	0	0	0
Suspension	1	1	0	0	0	0
Removal	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	2	2	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment	·					
Non-Sexual	3	2	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	2	0	0	0	0
Reassignment	·					
Reassignment: Denied/Directed	2	1	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	1	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			1	0		0	0	0	0
Termination			1	0		0	0	0	0
Terms/Conditions of Employmen	t*		3	0		0	0	0	0
Time and Attendance			1	1		0	0	0	0
Training			1	1		0	0	0	0
Other Terms/Conditions of Emplo	yment*		0	0		0	0	0	0
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
			Con	parativ	e Data	<b>a</b>			
Part 4 Processing Time		F	Previous Fisca	al Year I	Data			202	3 Thru
	2018	2019	2020		202	21	2022	09	9-30
Complaints pending during fiscal ye	ar	•		•					
Average number of days in investigation	0.0	246.0	133.0		0.0	0	0.0	0	0.00
Average number of days in final action	5.0	43.5	57.0		0	0.0	0.0	C	0.00
Complaints pending during fiscal ye	ar where hearin	ig was reques	sted						
Average number of days in investigation	0.0	0.0	0.0		0.0	0	0.0	0	0.00

Average number of days in final action	5.0	0.0			0.0		0.0	0.00				
Complaints pending during fiscal ye	ear where hearing	was not	requested									
Average number of days in investigation	0.0	246.0	133.0		0.0		0.0	0.00				
Average number of days in final action	56.0	57.0		0.0	0.0		0.00					
		Comparative Data										
Part 5 Complaints Dismisse	ed by Agency		Previous Fiscal Year Data 202									
		2018	2019	202	0	2021	2022	Thru 09-30				
Part 5 Complaints Dismissed by	y Agency	0	1	0		0	0	0				
Average days pending prior to	dismissal	0	12	0		0	0	0.00				
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn b Complainants	otal Complaints Withdrawn by			0		0	0	0				

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

### **NIFA**

For 4th Ouarter 2023 for	period ending September 30, 2023
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	Comparative Data													
Part 6 Total Final Age	ency	Actions			]	Previou	s Fisca	al Ye	ar Data				2023 Thru	
Finding Discrim	inat	ion		2018	20	2019		2020		021	2022			nru 9-30
			#	%	#	%	#	%	, #	%	#	%	#	%
Total Number Findings			0		0		0		0		0		0	
Without Hearing			0	0	0	0	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				Comparative Data										
Rendered by Basis				Previous Fiscal Year Data							2023	Thru		
Note: Complaints can be filed alleging multiple bases. The		2018		2019 2020			2021			2022			09-	_
sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	#	%	#	%		#	%
Total Number Findings	0		0		0		(	)		0			0	
Race	0	0.00	0	0.00	0	0.00	(	)	0.00	0	0.00		0	0.00

0

0.00

0

0.00

0

0

0.00

0.00

0

Color

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
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		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

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

#### **NIFA**

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

Starting in FY2022, issues marked with:

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		Previous Fiscal Year Data											
Rendered by Issue	2018		20	2019		2020		2021		2022		ı 09- 0	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	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	

<sup>\*</sup> are reported under Other Terms / Conditions of Employment.

<sup>\*\*</sup> are reported under Other Disciplinary Actions.

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 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		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

Duty Hours*		ı	ı	I	ı	I	I	ı	Ī	Ī	1	İ	Ī
Perf. Eval. / Appraisal 0 0 0 0 0 0 0 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
Examination/Test 0 0 0 0 0 0 0 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
Harassment	Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Sexual         0 <td>Examination/Test</td> <td>0</td>	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual   0   0   0   0   0   0   0   0   0	Harassment												
Medical Examination         0	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment:         Denied/Directed         0<	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied/Directed         0	Promotion/Non-Selection	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 0 0 0 0 0 0 0	Reassignment												
Reasonable Accommodation Disability         0	Reassignment: Denied/Directed	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 0 0 0 0 0 0 0	Directed	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 0 0 0 0 0 0 0	Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*         0 <th< td=""><td>Reinstatement*</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping         0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework         0<	Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Termination 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
Γerms/Conditions of Employment*         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:**

### **NIFA**

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

r Data	I	2023 Thru
0004		Thru
2021	2022	09-30
0	0	0
0	0	0
	0	0 0 0

Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	1	0	0	0	0	0
Final Agency Action	1	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	3	3	5	3	3	0

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

### **NIFA**

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

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