

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

RD

For 4th Quarter 2024 for period ending September 30, 2024

Notes:

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.

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.

Part 1 Complaint Activity						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Number of Complaints Filed	28	16	20	15	21	4
Number of Complainants	26	14	20	15	21	4
Repeat Filers	1	1	0	0	0	0

Part 2 Complaints by Basis						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Race	16	9	8	9	11	1
Color	4	3	1	6	6	0
Religion	3	0	0	0	1	0
Reprisal	11	8	7	5	13	2
Sex	13	8	7	7	7	2
PDA	0	0	0	0	0	1
National Origin	3	4	1	3	6	0
Equal Pay Act	0	0	1	0	0	0
Age	11	3	10	8	9	0
Disability	12	7	4	5	8	3
Genetics	0	0	0	0	0	0
Non-EEO	1	1	0	1	4	0

Part 3 Complaints By Issue

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Appointment/Hire	1	0	2	1	3	0
Assignment of Duties*	4	2	1	1	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	2	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	1	0	0
Disciplinary Action: Removal	0	0	0	1	2	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	1	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	2	1	0	0	0	0
Perf. Eval./ Appraisal	3	4	0	2	4	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	11	9	10	6	10	4
Harassment: Sexual	0	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	12	1	8	4	2	0
Reassignment: Denied/Directed	0	1	4	1	2	3
Reassignment: Directed	1	0	1	0	0	0
Reasonable Accommodation Disability	10	2	1	0	3	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	3	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	1	0	0	2	1
Termination	0	1	1	2	5	1
Terms/Conditions of Employment*	2	1	0	0	0	0
Time and Attendance	4	1	0	3	1	1
Training	2	2	1	0	2	2
Other Terms/Conditions of Employment*	0	0	0	0	5	2

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Average days in Investigation for all cases pending during FY	221.5	194.19	190.95	159.58	134.65	140.33
Average days in Final Action for all cases pending during FY	48.45	21.06	52.95	49.64	30.2	30.0
Average days in Investigation with Hearing	244.74	201.62	213.79	180.14	151.83	192.5
Average days in Final Action with Hearing	51.33	19.21	39.07	53.25	1.0	1.0
Average Days in Investigation without Hearing	192.07	162.0	140.43	137.0	127.29	110.33
Average Days in Final Action without Hearing	45.36	29.67	87.71	40.0	44.8	35.6

Part 5 Complaints Dismissed or Withdrawn						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Total Complaints Dismissed by Agency	1	2	1	1	4	0
Average Days Pending Prior to Dismissal	14	23	37	29	26.25	0
Total Complaints Withdrawn by Complainants	3	1	1	1	2	0

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 09-30)	FY 2024 % (thru 09-30)
Total Number Findings	1		0		1		0		0		0	
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings With Hearing	1	100	0	0	1	100	0	0	0	0	0	0

Part 7 Finding of Discrimination by Basis												
	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 09-30)	FY 2024 % (thru 09-30)
Total Number Findings	1		0		1		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	1	100.00	0	0.00	1	100.00	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	1	100.00	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

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 09- 30)	FY 2024 % (thru 09- 30)
Findings After Hearing	1		0		1		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	1	100.00	0	0.00	1	100.00	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	1	100.00	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

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 09- 30)	FY 2024 % (thru 09- 30)
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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Total complaints from previous Fiscal Years	27	28	22	20	23	15
Total Complainants	26	24	18	18	21	14
Complaints Pending Investigation	0	1	0	0	1	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Complaints Pending in Hearing	26	25	22	20	19	11
Complaints Pending Final Agency Action	1	3	0	0	0	1
Complaints Pending Appeal with EEOC Office of Federal Operations	24	27	30	35	30	14

Part 10 Complaint Investigations						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	1	3