

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

FNCS (Includes Sub-Level Offices)

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	11	19	9	6	18	14
Number of Complainants	11	18	9	6	17	13
Repeat Filers	0	1	0	0	1	1

Part 2 Complaints by Basis						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Race	7	6	6	4	6	8
Color	3	1	3	1	2	3
Religion	1	1	0	0	1	2
Reprisal	8	11	5	6	14	11
Sex	6	8	6	1	7	6
PDA	1	1	0	0	0	0
National Origin	1	2	1	0	5	5
Equal Pay Act	2	0	0	0	0	0
Age	3	10	3	2	5	4
Disability	7	8	4	3	7	7
Genetics	0	0	0	0	1	0
Non-EEO	1	1	0	0	1	1

Part 3 Complaints By Issue						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Appointment/Hire	0	2	2	0	2	2
Assignment of Duties*	2	1	0	0	0	0
Awards	0	0	1	0	0	3
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	4	1	1	0	0	0
Disciplinary Action: Suspension	2	1	0	1	0	1
Disciplinary Action: Removal	0	2	1	1	0	1
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	1	5
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	1	0	0	0	0
Perf. Eval./ Appraisal	3	3	0	1	2	2
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	9	6	4	4	11	9
Harassment: Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	5	0	0	0	2
Promotion/Non-Selection	0	5	0	2	1	2
Reassignment: Denied/Directed	1	1	0	0	1	2
Reassignment: Directed	1	0	2	0	0	0
Reasonable Accommodation Disability	4	3	0	2	4	1
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	0	3	0	0	0	1
Termination	1	1	0	1	1	2
Terms/Conditions of Employment*	4	1	2	0	0	0
Time and Attendance	2	1	0	0	1	7
Training	1	1	0	0	0	3
Other Terms/Conditions of Employment*	0	0	0	0	5	9

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	191.11	212.47	145.13	148.5	163.33	164.46
Average days in Final Action for all cases pending during FY	59.33	22.67	77.89	15.83	22.38	35.09
Average days in Investigation with Hearing	233.2	225.44	144.67	146.0	169.4	163.40
Average days in Final Action with Hearing	28.5	13.25	153.75	1.0	19.67	21.00
Average Days in Investigation without Hearing	138.5	197.88	146.5	151.0	155.75	165.13
Average Days in Final Action without Hearing	74.75	30.2	17.2	45.5	30.5	40.13

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	0	1	0	2	2
Average Days Pending Prior to Dismissal	15	0	660	0	36	56.50
Total Complaints Withdrawn by Complainants	0	1	1	0	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	0		0		0		0		1		1	
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings With Hearing	0	0	0	0	0	0	0	0	1	100	1	100

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	0		0		0		0		1		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
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	1	100.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
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	1	100.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	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	1	100.00

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	11	15	9	6	2	4
Total Complainants	9	13	9	6	2	4
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	11	10	9	6	2	4
Complaints Pending Final Agency Action	0	0	0	0	0	0
Complaints Pending Appeal with EEOC Office of Federal Operations	4	5	5	6	2	4

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	1	0	0	0	0	0