

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

OCFO (includes sub-level offices)

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

Part 1: Complaint Activity – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

Part 1 Complaint Activity	2018	2019	2020	2021	2022	2023 Thru 09-30
Number of Complaints Filed	42	35	27	17	10	10
Number of Complainants	41	32	25	15	10	9
Repeat Filers	1	3	2	2	0	1

Part 2: Complaints by Basis – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Part 2 Complaints by Basis	2018	2019	2020	2021	2022	2023 Thru 09-30
Race	34	24	10	8	5	6
Color	23	19	4	3	2	3
Religion	0	0	0	1	0	0
Reprisal	24	17	14	11	3	3
Sex	13	11	7	2	7	2
PDA	0	0	0	0	0	0
National Origin	5	1	3	1	1	1
Equal Pay Act	1	0	0	0	0	0
Age	7	13	20	7	3	3
Disability	14	13	7	3	4	4
Genetics	0	0	0	0	0	0
Non-EEO	4	3	1	1	0	1

Part 3: Complaints By Issue – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

Note: 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.

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.

Part 3 Complaints By Issue	2018	2019	2020	2021	2022	2023 Thru 09-30
Appointment/Hire	0	1	1	2	1	2
Assignment of Duties*	12	4	9	3	1	0
Awards	10	1	0	1	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand**	2	3	1	2	0	0
Suspension	1	1	0	0	0	0
Removal	0	1	1	0	1	0
Other Disciplinary Actions**	0	0	0	0	0	1
Other 2**	0	0	0	0	0	0
Duty Hours*	3	3	0	0	0	0
Perf. Eval./ Appraisal	9	11	11	6	1	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	26	20	10	9	7	6
Sexual	2	0	1	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	2	3	0	0	2
Promotion/Non-Selection	3	6	7	5	3	3
Reassignment						
Reassignment: Denied/Directed	2	0	0	0	0	0
Directed	2	0	2	1	0	0
Reasonable Accommodation Disability	6	2	5	1	0	3
Reinstatement*	0	1	0	0	0	0
Religious Accommodation	0	0	0	0	4	0
Retirement*	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	3	0	0	0	0
Termination	1	0	0	0	0	1
Terms/Conditions of Employment*	2	6	2	0	0	0
Time and Attendance	6	2	2	1	0	2
Training	4	2	1	1	0	2
Other Terms/Conditions of Employment*						
User Defined - Other 1*	1	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

Part 9: Complaints Pending from Previous Fiscal Years By Status – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

Part 9 Complaints Pending from Previous Fiscal Years By Status	2018	2019	2020	2021	2022	2023 Thru 09-30
Total complaints from previous Fiscal Years	5	8	8	6	4	3
Total Complainants	5	8	8	6	4	3
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	4	6	7	4	3	2
Final Agency Action	1	0	1	2	1	1
Appeal with EEOC Office of Federal Operations	8	8	12	12	13	5

Part 10: Complaint Investigations – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

Part 10 Complaint Investigations	2018	2019	2020	2021	2022	2023 Thru 09-30
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0