

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

FPAC (Includes Sub-Level Offices)

For 3rd Quarter 2022 for period ending June 30, 2022

**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 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Number of Complaints Filed	68	81	62	63	46	23
Number of Complainants	67	81	62	63	45	20
Repeat Filers	1	0	0	0	1	3

Part 2 Complaints by Basis						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Race	33	34	28	26	16	7
Color	14	15	16	8	7	3
Religion	5	4	6	5	3	3
Reprisal	37	44	33	33	15	7
Sex	30	51	30	25	17	5
PDA	0	1	0	1	1	0
National Origin	10	11	8	4	3	3
Equal Pay Act	0	4	0	0	2	1
Age	26	30	23	26	15	8
Disability	15	23	19	26	16	9
Genetics	0	0	0	0	2	0
Non-EEO	10	13	6	12	7	1

Part 3 Complaints By Issue						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Appointment/Hire	10	2	5	13	3	2
Assignment of Duties*	10	9	12	6	5	0
Awards	1	2	2	1	0	1
Conversion to Full Time/Perm Status*	0	1	0	0	0	0
Disciplinary Action: Demotion	1	0	0	1	0	0
Disciplinary Action: Reprimand**	9	17	7	4	0	0
Disciplinary Action: Suspension	4	6	5	6	3	2
Disciplinary Action: Removal	2	4	4	8	0	3
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	8	13	14	15	2	2
Examination/Test	1	0	0	0	1	0
Harassment: Non-Sexual	36	50	28	29	7	6
Harassment: Sexual	4	6	1	2	1	0
Medical Examination	0	0	1	0	0	0
Pay including overtime	1	5	1	1	1	1
Promotion/Non-Selection	18	17	13	11	10	4
Reassignment: Denied/Directed	2	3	5	0	2	0
Reassignment: Directed	2	1	11	5	0	0
Reasonable Accommodation Disability	5	11	11	10	4	1
Reinstatement*	0	0	1	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	1	0	1	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	16	2	0	1	0
Termination	6	6	2	3	10	3
Terms/Conditions of Employment*	15	33	19	5	5	0
Time and Attendance	3	10	12	9	2	0
Training	3	9	2	1	0	1
Other Terms/Conditions of Employment*	0	0	0	0	0	3

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Average days in Investigation for all cases pending during FY	164.91	175.57	190.84	211.5	147.09	135.17
Average days in Final Action for all cases pending during FY	90.59	36.36	38.7	39.58	39.39	30.85
Average days in Investigation with Hearing	186.67	168.52	198.0	226.91	170.75	150.75
Average days in Final Action with Hearing	112.17	15.73	22.23	29.91	16.0	9.56
Average Days in Investigation without Hearing	140.07	185.8	182.45	198.5	126.06	122.05
Average Days in Final Action without Hearing	59.61	57.0	55.18	50.0	64.4	50.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Total Complaints Dismissed by Agency	7	7	6	3	1	3
Average Days Pending Prior to Dismissal	44	13	237	37	24	34.33
Total Complaints Withdrawn by Complainants	5	3	2	7	3	2

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 06-30)	FY 2022 % (thru 06-30)
Total Number Findings	1		0		0		2		0		0	
Findings Without Hearing	1	100	0	0	0	0	1	50	0	0	0	0
Findings With Hearing	0	0	0	0	0	0	1	50	0	0	0	0

Part 7 Finding of Discrimination by Basis

	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 06- 30)	FY 2022 % (thru 06- 30)
Total Number Findings	1		0		0		2		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	0	0.00	1	50.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	50.00	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	1	50.00	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	1	50.00	0	0.00	0	0.00









Part 9 Complaints Pending from Previous FY By Status

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Total complaints from previous Fiscal Years	50	57	72	52	35	44
Total Complainants	49	57	72	51	34	37
Complaints Pending Investigation	0	0	1	0	1	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	47	54	65	48	33	34
Complaints Pending Final Agency Action	3	3	8	4	1	3
Complaints Pending Appeal with EEOC Office of Federal Operations	24	28	33	44	51	37

Part 10 Complaint Investigations

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 06-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	1	0	0	0