

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

FPAC (Includes Sub-Level Offices)

For 1st Quarter 2024 for period ending December 31, 2023

**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 12-31)
Number of Complaints Filed	62	63	46	31	35	15
Number of Complainants	62	63	45	28	35	15
Repeat Filers	0	0	1	3	0	0

Part 2 Complaints by Basis						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Race	28	26	16	8	11	5
Color	16	8	7	3	2	3
Religion	6	5	3	3	3	1
Reprisal	33	33	15	11	19	9
Sex	30	25	17	6	15	2
PDA	0	1	1	0	0	0
National Origin	8	4	3	3	4	2
Equal Pay Act	0	0	2	2	2	0
Age	23	26	15	9	14	2
Disability	19	26	16	14	15	6
Genetics	0	0	2	0	0	0
Non-EEO	6	12	7	1	8	0

Part 3 Complaints By Issue						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Appointment/Hire	5	13	3	2	0	0
Assignment of Duties*	12	6	5	2	0	0
Awards	2	1	0	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	1	0	0	0	0
Disciplinary Action: Reprimand**	7	4	0	0	0	0
Disciplinary Action: Suspension	5	6	3	3	0	0
Disciplinary Action: Removal	4	8	0	3	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	4
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	14	15	2	3	0	3
Examination/Test	0	0	1	0	0	0
Harassment: Non-Sexual	28	29	7	7	1	11
Harassment: Sexual	1	2	1	0	0	1
Medical Examination	1	0	0	0	0	0
Pay including overtime	1	1	1	1	0	0
Promotion/Non-Selection	13	11	10	5	0	5
Reassignment: Denied/Directed	5	0	2	1	0	0
Reassignment: Directed	11	5	0	0	0	0
Reasonable Accommodation Disability	11	10	4	2	0	3
Reinstatement*	1	0	0	0	0	0
Religious Accommodation	0	0	0	3	0	1
Retirement*	1	1	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	0	1	0	0	1
Termination	2	3	10	4	0	3
Terms/Conditions of Employment*	19	5	5	0	0	0
Time and Attendance	12	9	2	1	1	2
Training	2	1	0	1	0	1
Other Terms/Conditions of Employment*	0	0	0	0	1	4

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Average days in Investigation for all cases pending during FY	190.84	211.5	147.09	134.97	104.0	142.56
Average days in Final Action for all cases pending during FY	38.7	39.58	39.39	33.82	0.0	18.00
Average days in Investigation with Hearing	198.0	226.91	170.75	144.47	104.0	130.00
Average days in Final Action with Hearing	22.23	29.91	16.0	20.07	0.0	1.50
Average Days in Investigation without Hearing	182.45	198.5	126.06	126.38	0.0	148.83
Average Days in Final Action without Hearing	55.18	50.0	64.4	53.75	0.0	40.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Total Complaints Dismissed by Agency	6	3	1	3	0	3
Average Days Pending Prior to Dismissal	237	37	24	34	0	46.67
Total Complaints Withdrawn by Complainants	2	7	3	2	0	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 12-31)	FY 2024 % (thru 12-31)
Total Number Findings	0		2		0		1		0		1	
Findings Without Hearing	0	0	1	50	0	0	0	0	0	0	0	0
Findings With Hearing	0	0	1	50	0	0	1	100	0	0	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 12- 31)	FY 2024 % (thru 12- 31)
Total Number Findings	0		2		0		1		0		1	
Race	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00
Color	0	0.00	0	0.00	0	0.00	1	100.00	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	1	50.00	0	0.00	1	100.00	0	0.00	0	0.00
Sex	0	0.00	1	50.00	0	0.00	1	100.00	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	1	100.00	0	0.00	1	100.00
Disability	0	0.00	1	50.00	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	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00









Part 9 Complaints Pending from Previous FY By Status

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Total complaints from previous Fiscal Years	72	52	35	27	1	34
Total Complainants	72	51	34	23	1	32
Complaints Pending Investigation	1	0	1	0	0	2
ROI issued, pending Complainant's action	0	0	0	0	0	4
Complaints Pending in Hearing	65	48	33	24	1	11
Complaints Pending Final Agency Action	8	4	1	2	0	4
Complaints Pending Appeal with EEOC Office of Federal Operations	33	44	51	60	0	53

Part 10 Complaint Investigations

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0