

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

FS (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	100	70	71	59	67	24
Number of Complainants	88	67	65	56	63	24
Repeat Filers	10	3	5	3	4	0

Part 2 Complaints by Basis						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Race	29	22	21	13	21	4
Color	4	2	5	2	9	1
Religion	3	4	3	7	7	3
Reprisal	61	44	33	25	40	12
Sex	33	32	19	12	25	5
PDA	0	1	1	0	0	0
National Origin	8	8	3	2	7	2
Equal Pay Act	1	1	0	0	1	0
Age	30	20	15	13	22	7
Disability	40	25	20	24	27	12
Genetics	0	2	0	1	0	0
Non-EEO	7	9	8	2	9	4

Part 3 Complaints By Issue						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Appointment/Hire	5	6	8	1	2	2
Assignment of Duties*	21	12	7	1	0	0
Awards	0	1	2	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**	6	4	1	0	0	0
Disciplinary Action: Suspension	10	7	7	1	4	1
Disciplinary Action: Removal	9	7	0	1	3	1
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	8	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	5	4	1	0	0	0
Perf. Eval./ Appraisal	17	12	8	1	1	3
Examination/Test	1	1	1	0	0	0
Harassment: Non-Sexual	53	39	31	35	48	16
Harassment: Sexual	3	5	0	6	1	1
Medical Examination	1	0	0	0	1	0
Pay including overtime	3	6	2	1	6	1
Promotion/Non-Selection	22	17	18	13	10	4
Reassignment: Denied/Directed	3	2	3	0	1	1
Reassignment: Directed	12	0	1	2	5	0
Reasonable Accommodation Disability	7	6	6	9	13	2
Reinstatement*	1	3	1	0	0	0
Religious Accommodation	1	0	0	14	0	1
Retirement*	6	0	2	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	5	2	0	0	2	1
Termination	9	8	7	6	10	9
Terms/Conditions of Employment*	39	9	5	0	0	0
Time and Attendance	14	7	6	3	8	5
Training	11	5	5	2	5	2
Other Terms/Conditions of Employment*	0	0	0	0	27	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	197.39	188.51	139.4	133.79	189.06	152.43
Average days in Final Action for all cases pending during FY	35.75	23.99	21.97	31.77	46.88	31.00
Average days in Investigation with Hearing	210.79	208.53	145.16	142.84	133.62	137.75
Average days in Final Action with Hearing	26.59	14.78	6.43	19.85	12.0	24.00
Average Days in Investigation without Hearing	183.75	162.92	132.3	123.96	239.52	172.00
Average Days in Final Action without Hearing	49.26	35.58	53.12	58.09	76.25	38.00

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	11	10	5	9	13	7
Average Days Pending Prior to Dismissal	54	19	2035	29	40.62	42.43
Total Complaints Withdrawn by Complainants	9	8	3	6	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	1		7		0		2		3		0	
Findings Without Hearing	0	0	2	29	0	0	0	0	2	100	0	0
Findings With Hearing	1	100	5	71	0	0	2	100	0	0	0	0

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	138	114	93	55	48	69
Total Complainants	111	92	76	42	36	54
Complaints Pending Investigation	4	3	3	2	3	1
ROI issued, pending Complainant's action	0	0	0	0	0	2
Complaints Pending in Hearing	129	102	86	49	37	43
Complaints Pending Final Agency Action	7	8	7	6	2	2
Complaints Pending Appeal with EEOC Office of Federal Operations	67	102	112	132	117	125

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	2	1	0	0	4	0