

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

FSA (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	27	17	20	13	13	1
Number of Complainants	27	17	20	10	13	1
Repeat Filers	0	0	0	3	0	0

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

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

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	206.65	240.69	151.0	137.33	157.1	132.50
Average days in Final Action for all cases pending during FY	45.77	38.41	37.59	31.56	58.56	16.00
Average days in Investigation with Hearing	231.91	249.33	187.0	153.78	146.0	120.00
Average days in Final Action with Hearing	24.09	26.53	19.5	9.43	45.33	2.50
Average Days in Investigation without Hearing	183.5	232.08	107.8	127.47	156.5	145.00
Average Days in Final Action without Hearing	67.45	59.08	60.67	45.64	104.5	43.00

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	4	1	1	2	0	0
Average Days Pending Prior to Dismissal	22	23	24	43	0	0.00
Total Complaints Withdrawn by Complainants	1	3	2	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		1		0		0		3		1	
Findings Without Hearing	0	0	0	0	0	0	0	0	2	67	0	0
Findings With Hearing	0	0	1	100	0	0	0	0	1	33	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		1		0		0		3		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	1	100.00
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	1	33.33	0	0.00
Reprisal	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	100.00	0	0.00	0	0.00	1	33.33	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	1	33.33	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	1	100.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	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	100.00	0	0.00	0	0.00	1	33.33	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	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)
Findings After Hearing	0		1		0		0		1		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
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	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	100.00	0	0.00	0	0.00	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	1	100.00	1	100.00
Disability	0	0.00	0	0.00	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	100.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	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)
Finding Without Hearing	0		0		0		0		2		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	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	1	50.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	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	1	50.00	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	0	0.00	1	50.00	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	0	0.00	1	50.00	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	38	24	12	14	10	15
Total Complainants	38	24	12	13	9	15
Complaints Pending Investigation	1	0	1	0	1	1
ROI issued, pending Complainant's action	0	0	0	0	0	2
Complaints Pending in Hearing	34	21	10	11	6	7
Complaints Pending Final Agency Action	5	3	1	2	1	2
Complaints Pending Appeal with EEOC Office of Federal Operations	13	21	19	23	19	23

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