

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

FSA (Includes Sub-Level Offices)

For 4th Quarter 2024 for period ending September 30, 2024

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 09-30) |
| Number of Complaints Filed | 27 | 17 | 20 | 13 | 13 | 11 |
| Number of Complainants | 27 | 17 | 20 | 10 | 13 | 11 |
| 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 09-30) |
| Race | 14 | 3 | 6 | 3 | 4 | 3 |
| Color | 6 | 1 | 3 | 0 | 2 | 2 |
| Religion | 3 | 1 | 1 | 2 | 0 | 0 |
| Reprisal | 12 | 5 | 4 | 5 | 6 | 6 |
| Sex | 11 | 7 | 7 | 2 | 7 | 5 |
| PDA | 0 | 0 | 1 | 0 | 0 | 0 |
| National Origin | 2 | 0 | 0 | 0 | 1 | 2 |
| Equal Pay Act | 0 | 0 | 0 | 1 | 0 | 0 |
| Age | 12 | 7 | 8 | 6 | 6 | 6 |
| Disability | 6 | 5 | 5 | 7 | 4 | 7 |
| Genetics | 0 | 0 | 2 | 0 | 0 | 0 |
| Non-EEO | 3 | 3 | 5 | 0 | 5 | 1 |

| Part 3 Complaints By Issue | | | | | | |
|---|---------|---------|---------|---------|---------|----------------------|
| | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 (thru 09-30) |
| Appointment/Hire | 3 | 5 | 1 | 2 | 0 | 1 |
| 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 | 1 |
| Disciplinary Action: Other Disciplinary Actions** | 0 | 0 | 0 | 0 | 5 | 2 |
| 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 | 5 |
| 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 | 2 |
| Reassignment: Denied/Directed | 2 | 0 | 0 | 0 | 0 | 1 |
| Reassignment: Directed | 3 | 0 | 0 | 0 | 1 | 0 |
| Reasonable Accommodation Disability | 3 | 2 | 2 | 0 | 1 | 4 |
| 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 | 1 |
| Termination | 2 | 1 | 6 | 1 | 1 | 2 |
| Terms/Conditions of Employment* | 6 | 2 | 3 | 0 | 0 | 0 |
| Time and Attendance | 6 | 2 | 0 | 0 | 3 | 2 |
| Training | 1 | 1 | 0 | 1 | 1 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 6 | 1 |

| Part 4 Processing Time (Complaints Pending During FY) | | | | | | |
|---|---------|---------|---------|---------|---------|----------------------|
| | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 (thru 09-30) |
| Average days in Investigation for all cases pending during FY | 206.65 | 240.69 | 151.0 | 137.33 | 157.1 | 153.33 |
| Average days in Final Action for all cases pending during FY | 45.77 | 38.41 | 37.59 | 31.56 | 58.56 | 13.0 |
| Average days in Investigation with Hearing | 231.91 | 249.33 | 187.0 | 153.78 | 146.0 | 153.33 |
| Average days in Final Action with Hearing | 24.09 | 26.53 | 19.5 | 9.43 | 45.33 | 8.71 |
| Average Days in Investigation without Hearing | 183.5 | 232.08 | 107.8 | 127.47 | 156.5 | 0.0 |
| Average Days in Final Action without Hearing | 67.45 | 59.08 | 60.67 | 45.64 | 104.5 | 43.0 |

| Part 5 Complaints Dismissed or Withdrawn | | | | | | |
|--|---------|---------|---------|---------|---------|----------------------|
| | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 (thru 09-30) |
| Total Complaints Dismissed by Agency | 4 | 1 | 1 | 2 | 0 | 1 |
| Average Days Pending Prior to Dismissal | 22 | 23 | 24 | 43 | 0 | 169 |
| 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 09-30) | FY 2024 % (thru 09-30) |
| 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 09- 30) | FY 2024 % (thru 09- 30) |
|-----------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| 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 09-30) | FY 2024 % (thru 09-30) |
|------------------------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|----------------------------|------------------------|
| 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 09-30) | FY 2024 % (thru 09-30) |
|-------------------------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|----------------------------|------------------------|
| 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 09-30) |
|---|---------|---------|---------|---------|---------|----------------------------|
| Total complaints from previous Fiscal Years | 38 | 24 | 12 | 14 | 10 | 9 |
| Total Complainants | 38 | 24 | 12 | 13 | 9 | 9 |
| Complaints Pending Investigation | 1 | 0 | 1 | 0 | 1 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints Pending in Hearing | 34 | 21 | 10 | 11 | 6 | 5 |
| Complaints Pending Final Agency Action | 5 | 3 | 1 | 2 | 1 | 1 |
| 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 09-30) |
|--|---------|---------|---------|---------|---------|----------------------------|
| Pending Complaints Where Investigations Exceed Required Time Frames | 1 | 0 | 0 | 0 | 0 | 0 |