

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

OCFO (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 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 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 12-31)
Number of Complaints Filed	27	17	10	10	8	1
Number of Complainants	25	15	10	9	7	1
Repeat Filers	2	2	0	1	1	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 12-31)
Race	10	8	5	6	6	1
Color	4	3	2	3	5	1
Religion	0	1	0	0	0	0
Reprisal	14	11	3	3	4	0
Sex	7	2	7	2	2	0
PDA	0	0	0	0	0	0
National Origin	3	1	1	1	0	0
Equal Pay Act	0	0	0	0	0	0
Age	20	7	3	3	4	1
Disability	7	3	4	4	4	1
Genetics	0	0	0	0	0	0
Non-EEO	1	1	0	1	0	0

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 12-31)
Appointment/Hire	1	2	1	2	1	0
Assignment of Duties*	9	3	1	0	0	0
Awards	0	1	0	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	1	0	0	0	0	0
Disciplinary Action: Reprimand**	1	2	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0
Disciplinary Action: Removal	1	0	1	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	1	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	11	6	1	3	1	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	10	9	7	6	7	0
Harassment: Sexual	1	0	1	0	0	0
Medical Examination	0	0	0	0	1	0
Pay including overtime	3	0	0	2	1	0
Promotion/Non-Selection	7	5	3	3	1	0
Reassignment: Denied/Directed	0	0	0	0	0	0
Reassignment: Directed	2	1	0	0	1	0
Reasonable Accommodation Disability	5	1	0	3	3	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	4	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	1	0
Termination	0	0	0	1	0	1
Terms/Conditions of Employment*	2	0	0	0	0	0
Time and Attendance	2	1	0	2	0	0
Training	1	1	0	2	3	0
Other Terms/Conditions of Employment*	0	0	0	4	5	0

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 12-31)
Average days in Investigation for all cases pending during FY	188.2	141.82	140.5	139.63	177.0	0.00
Average days in Final Action for all cases pending during FY	46.38	28.06	102.0	36.17	6.5	58.00
Average days in Investigation with Hearing	178.82	133.5	144.0	132.0	182.8	0.00
Average days in Final Action with Hearing	45.92	20.17	119.4	129.0	1.67	58.00
Average Days in Investigation without Hearing	195.57	144.38	137.0	168.0	148.0	0.00
Average Days in Final Action without Hearing	46.83	32.36	84.6	43.0	21.0	0.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 12-31)
Total Complaints Dismissed by Agency	3	1	1	0	0	0
Average Days Pending Prior to Dismissal	27	55	19	0	0	0.00
Total Complaints Withdrawn by Complainants	6	1	3	1	1	0

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 12-31)	FY 2025 % (thru 12-31)
Total Number Findings	0		0		1		0		1		1	
Findings Without Hearing	0	0	0	0	1	100	0	0	0	0	1	100
Findigs With Hearing	0	0	0	0	0	0	0	0	1	100	0	0

Part 7 Finding of Discrimination by Basis												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 12- 31)	FY 2025 % (thru 12- 31)
Total Number Findings	0		0		1		0		1		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00
Color	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00
Sex	0	0.00	0	0.00	1	100.00	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	0	0.00	1	100.00
Disability	0	0.00	0	0.00	1	100.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 12- 31)	FY 2025 % (thru 12- 31)
Findings After Hearing	0		0		0		0		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	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	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
Sex	0	0.00	0	0.00	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	0	0.00	0	0.00
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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 12- 31)	FY 2025 % (thru 12- 31)
Finding Without Hearing	0		0		1		0		0		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	1	100.00	0	0.00	0	0.00	1	100.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	1	100.00	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	0	0.00	1	100.00
Disability	0	0.00	0	0.00	1	100.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 12-31)
Total complaints from previous Fiscal Years	8	6	4	3	3	3
Total Complainants	8	6	4	3	3	3
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	7	4	3	2	3	1
Complaints Pending Final Agency Action	1	2	1	1	0	0
Complaints Pending Appeal with EEOC Office of Federal Operations	12	12	13	5	8	6

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0