

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

OCFO (includes sub-level offices)

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

Part 1: Complaint Activity – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Part 1 Complaint Activity	2019	2020	2021	2022	2023	2024 Thru 12-31
Number of Complaints Filed	35	27	17	10	10	1
Number of Complainants	32	25	15	10	9	1
Repeat Filers	3	2	2	0	1	0

Part 2: Complaints by Basis – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Part 2 Complaints by Basis	2019	2020	2021	2022	2023	2024 Thru 12-31
Race	24	10	8	5	6	1
Color	19	4	3	2	3	1
Religion	0	0	1	0	0	0
Reprisal	17	14	11	3	3	0
Sex	11	7	2	7	2	0
PDA	0	0	0	0	0	0
National Origin	1	3	1	1	1	0
Equal Pay Act	0	0	0	0	0	0
Age	13	20	7	3	3	1
Disability	13	7	3	4	4	0
Genetics	0	0	0	0	0	0
Non-EEO	3	1	1	0	1	0

Part 3: Complaints By Issue – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Note: 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.

The 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 for the current FY starting in FY2023.

Part 3 Complaints By Issue	2019	2020	2021	2022	2023	2024 Thru 12-31
Appointment/Hire	1	1	2	1	2	0
Assignment of Duties*	4	9	3	1	0	0
Awards	1	0	1	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand**	3	1	2	0	0	0
Suspension	1	0	0	0	0	0
Removal	1	1	0	1	0	0
Other Disciplinary Actions**	0	0	0	0	1	0
Other 2**	0	0	0	0	0	0
Duty Hours*	3	0	0	0	0	0
Perf. Eval./ Appraisal	11	11	6	1	3	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	20	10	9	7	6	0
Sexual	0	1	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	3	0	0	2	0
Promotion/Non-Selection	6	7	5	3	3	1
Reassignment						
Reassignment: Denied/Directed	0	0	0	0	0	0
Directed	0	2	1	0	0	0
Reasonable Accommodation Disability	2	5	1	0	3	0
Reinstatement*	1	0	0	0	0	0
Religious Accommodation	0	0	0	4	0	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	0	0	0	0	0
Termination	0	0	0	0	1	0
Terms/Conditions of Employment*	6	2	0	0	0	0
Time and Attendance	2	2	1	0	2	0
Training	2	1	1	0	2	0
Other Terms/Conditions of Employment*	0	0	0	0	4	0
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Part 4: Processing Time – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Part 4 Processing Time	2019	2020	2021	2022	2023	2024 Thru 12-31
Complaints pending during fiscal year						
Average number of days in investigation	176.29	188.2	141.82	140.5	139.63	175.00
Average number of days in final action	39.58	46.38	28.06	102.0	36.17	49.67
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	160.33	178.82	133.5	144.0	132.0	175.00
Average number of days in final action	38.05	45.92	20.17	119.4	129.0	51.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	223.2	195.57	144.38	137.0	168.0	0.00
Average number of days in final action	45.4	46.83	32.36	84.6	43.0	47.00

Part 5: Complaints Dismissed by Agency – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Part 5 Complaints Dismissed by Agency	2019	2020	2021	2022	2023	2024 Thru 12-31
Part 5 Complaints Dismissed by Agency	7	3	1	1	0	0
Average days pending prior to dismissal	17	27	55	19	0	0.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	6	1	3	1	0

Part 6: Total Final Agency Actions Finding Discrimination – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Part 6 Total Numbers and Percentages	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 Thru 12-31 (#)	2024 Thru 12-31 (%)
Total Number Findings	0		0		0		1		0		1	
Without Hearing	0	0	0	0	0	0	1	100	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	1	100

Part 7: Finding of Discrimination Rendered By Basis – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

Part 7 Total Numbers and Percentages	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 Thru 12-31 (#)	2024 Thru 12-31 (%)
Total Number Findings	0		0		0		1		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	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	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	100.00	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
Findings After Hearing	0		0		0		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	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	0	0.00	1	100.00
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

Finding Without Hearing	0		0		0		1		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
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	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	100.00	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

** are reported under Other Disciplinary Actions.

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[illegible]

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Part 9: Complaints Pending from Previous Fiscal Years By Status – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Part 9 Complaints Pending from Previous Fiscal Years By Status	2019	2020	2021	2022	2023	2024 Thru 12-31
Total complaints from previous Fiscal Years	8	8	6	4	3	5
Total Complainants	8	8	6	4	3	5
Number complaints pending						
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	1	0	0	0	0	0
Hearing	6	7	4	3	2	4
Final Agency Action	0	1	2	1	1	0
Appeal with EEOC Office of Federal Operations	8	12	12	13	5	7

Part 10: Complaint Investigations – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Part 10 Complaint Investigations	2019	2020	2021	2022	2023	2024 Thru 12-31
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0