

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

OCFO (includes sub-level offices)

For 4th Quarter 2023 for period ending September 30, 2023

Part 1: Complaint Activity – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

Part 1 Complaint Activity	2018	2019	2020	2021	2022	2023 Thru 09-30
Number of Complaints Filed	42	35	27	17	10	10
Number of Complainants	41	32	25	15	10	9
Repeat Filers	1	3	2	2	0	1

Part 2: Complaints by Basis – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

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

Part 2 Complaints by Basis	2018	2019	2020	2021	2022	2023 Thru 09-30
Race	34	24	10	8	5	6
Color	23	19	4	3	2	3
Religion	0	0	0	1	0	0
Reprisal	24	17	14	11	3	3
Sex	13	11	7	2	7	2
PDA	0	0	0	0	0	0
National Origin	5	1	3	1	1	1
Equal Pay Act	1	0	0	0	0	0
Age	7	13	20	7	3	3
Disability	14	13	7	3	4	4
Genetics	0	0	0	0	0	0
Non-EEO	4	3	1	1	0	1

Part 3: Complaints By Issue – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

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	2018	2019	2020	2021	2022	2023 Thru 09-30
Appointment/Hire	0	1	1	2	1	2
Assignment of Duties*	12	4	9	3	1	0
Awards	10	1	0	1	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand**	2	3	1	2	0	0
Suspension	1	1	0	0	0	0
Removal	0	1	1	0	1	0
Other Disciplinary Actions**	0	0	0	0	0	1
Other 2**	0	0	0	0	0	0
Duty Hours*	3	3	0	0	0	0
Perf. Eval./ Appraisal	9	11	11	6	1	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	26	20	10	9	7	6
Sexual	2	0	1	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	2	3	0	0	2
Promotion/Non-Selection	3	6	7	5	3	3
Reassignment						
Reassignment: Denied/Directed	2	0	0	0	0	0
Directed	2	0	2	1	0	0
Reasonable Accommodation Disability	6	2	5	1	0	3
Reinstatement*	0	1	0	0	0	0
Religious Accommodation	0	0	0	0	4	0
Retirement*	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	3	0	0	0	0
Termination	1	0	0	0	0	1
Terms/Conditions of Employment*	2	6	2	0	0	0
Time and Attendance	6	2	2	1	0	2
Training	4	2	1	1	0	2
Other Terms/Conditions of Employment*	0	0	0	0	0	4
User Defined - Other 1*	1	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 (2018 – 2022) and for 2023 (through 09-30)

Part 4 Processing Time	2018	2019	2020	2021	2022	2023 Thru 09-30
Complaints pending during fiscal year						
Average number of days in investigation	152.16	176.29	188.2	141.82	140.5	139.63
Average number of days in final action	42.92	39.58	46.38	28.06	102.0	36.17
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	148.33	160.33	178.82	133.5	144.0	132.00
Average number of days in final action	48.75	38.05	45.92	20.17	119.4	129.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	155.79	223.2	195.57	144.38	137.0	168.00
Average number of days in final action	40.0	45.4	46.83	32.36	84.6	43.00

Part 5: Complaints Dismissed by Agency – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

Part 5 Complaints Dismissed by Agency	2018	2019	2020	2021	2022	2023 Thru 09-30
Part 5 Complaints Dismissed by Agency	4	7	3	1	1	0
Average days pending prior to dismissal	6	17	27	55	19	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	0	6	1	3	1

Part 6: Total Final Agency Actions Finding Discrimination – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

Part 6 Total Numbers and Percentages	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 Thru 09-30 (#)	2023 Thru 09-30 (%)
Total Number Findings	1		0		0		0		1		0	
Without Hearing	1	100	0	0	0	0	0	0	1	100	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Part 7: Finding of Discrimination Rendered By Basis – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

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	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 Thru 09-30 (#)	2023 Thru 09-30 (%)
Total Number Findings	0		0		0		0		1		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	0	0.00	1	100.00	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	1	100.00	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	1	100.00	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		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	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	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

Finding Without Hearing	0		0		0		0		1		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	0	0.00	1	100.00	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	1	100.00	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	1	100.00	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 (2018 – 2022) and for 2023 (through 09-30)

Part 9 Complaints Pending from Previous Fiscal Years By Status	2018	2019	2020	2021	2022	2023 Thru 09-30
Total complaints from previous Fiscal Years	5	8	8	6	4	3
Total Complainants	5	8	8	6	4	3
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	4	6	7	4	3	2
Final Agency Action	1	0	1	2	1	1
Appeal with EEOC Office of Federal Operations	8	8	12	12	13	5

Part 10: Complaint Investigations – Comparative Data for Previous Fiscal Years (2018 – 2022) and for 2023 (through 09-30)

Part 10 Complaint Investigations	2018	2019	2020	2021	2022	2023 Thru 09-30
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0