

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

HQ/SOCR (and below), SCA (and below), WHA (and below)

For 3rd Quarter 2023 for period ending June 30, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	216	203	130	121	169	174
Number of Complainants	213	191	130	121	169	173
Repeat Filers	3	12	0	0	0	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	48	38	39	29	38	63
Color	19	21	18	5	23	25
Religion	10	16	4	4	34	7
Reprisal	95	93	61	62	82	62
Sex	84	67	48	39	67	61
PDA	7	4	1	4	3	2
National Origin	33	35	17	19	22	24
Equal Pay Act	0	0	0	0	0	0
Age	41	48	25	26	36	59
Disability	71	64	47	52	59	67
Genetics	2	2	2	1	4	0
Non-EEO	9	6	6	5	12	5

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Appointment/Hire	14	16	10	9	13	12
Assignment of Duties*	28	21	18	13	13	0
Awards	5	2	3	4	5	4
Conversion to Full Time/Perm Status*	1	0	0	0	1	0
Disciplinary Action						
Demotion	2	0	0	1	0	2
Reprimand**	13	6	5	4	8	0
Suspension	9	3	2	2	5	1
Removal	1	4	1	1	1	1
Other Disciplinary Actions**	12	8	2	7	20	13
Other 2**	0	0	0	0	0	0
Duty Hours*	2	0	1	1	0	0
Perf. Eval./ Appraisal	50	31	16	17	24	22
Examination/Test	2	1	1	0	3	0
Harassment						
Non-Sexual	119	89	62	56	74	76
Sexual	6	3	3	0	1	5
Medical Examination	5	4	4	1	1	1
Pay including overtime	6	5	6	0	5	3
Promotion/Non-Selection	25	26	26	26	22	24
Reassignment						
Reassignment: Denied/Directed	9	0	6	1	3	4
Directed	10	10	7	9	3	5
Reasonable Accommodation Disability	18	18	8	11	9	16
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	1
Retirement*	0	0	0	2	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	8	1	9	1	3	7
Termination	16	21	4	12	19	12
Terms/Conditions of Employment*	57	51	15	18	60	0
Time and Attendance	18	17	10	4	8	4
Training	10	5	2	5	2	3
Other Terms/Conditions of Employment*	0	0	0	0	0	65
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



Findings After Hearing	2		3		3		0		2		1	
Race	0	0.00	1	33	0	0.00	0	0.00	0	0.00	1	50.00
Color	0	0.00	0	33	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	1	0.00	1	33	0	0.00	0	0.00	0	0.00
Reprisal	2	1000	0	0.00	1	33	0	0.00	1	50	0	0.00
Sex	0	0.00	0	0.00	1	33	0	0.00	0	0.00	1	50.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	33	1	33	0	0.00	0	0.00	1	50.00
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	2	67	0	0.00	0	1	50	0.00	1	50.00
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	2		3		3		0		0		1	
Race	0	0.00	1	33	0	0.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	1	33	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	33	0	0.00	0	0.00	0	0.00
Reprisal	2	100	0	0.00	1	33	0	0.00	1	50.00	0	0.00
Sex	0	0.00	0	0.00	1	33	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	1	33	1	33	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	2	67	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	0	0.00	0	0.00





Findings Without Hearing	2		3		3		0		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	1	33	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	2	100	1	33	1	33	0	0	1	50	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	100
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	67	0	0	0	0	1	50	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	33	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	1	33	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	153	156	130	184	54	83
Total Complainants	148	153	124	121	54	83
Number complaints pending						
Investigation	5	1	8	53	2	12
ROI issued, pending Complainant's action	0	1	2	0	0	5
Hearing	134	150	100	110	47	59
Final Agency Action	16	3	21	11	6	7
Appeal with EEOC Office of Federal Operations	12	14	16	19	15	26

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	1	5	9	7	3	2