

**Equal Employment Opportunity Data Posted  
Pursuant to the No Fear Act:  
DeCA (and below)**

For 1st Quarter 2023 for period ending December 31, 2022

Complaint Activity	Comparative Data					2023 Thru 31-Dec
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Number of Complaints Filed	140	117	127	83	91	29
Number of Complainants	140	117	127	83	91	29
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					2023 Thru 31-Dec
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	70	67	73	47	44	14
Color	27	25	25	19	19	7
Religion	6	7	8	12	6	3
Reprisal	70	51	47	33	34	11
Sex	78	67	65	39	35	7
PDA	0	0	0	0	1	0
National Origin	23	8	15	14	15	5
Equal Pay Act	0	0	0	0	0	0
Age	44	35	35	28	23	6
Disability	39	38	38	23	30	12
Genetics	0	1	1	0	0	0
Non-EEO	2	0	0	1	2	0
Complaints by Issue	Comparative Data					2023 Thru 31-Dec
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
<i>Starting in FY2022, issues marked with:</i>						
<i>* are reported under Other Terms / Conditions of Employment.</i>						
<i>** are reported under Other Disciplinary Actions.</i>						
Appointment/Hire	2	9	0	0	0	0
Assignment of Duties*	6	19	11	12	0	0
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status*	0	1	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	2	1	1	0	0
Reprimand**	15	11	6	4	0	0
Suspension	7	9	5	5	3	0
Removal	2	2	9	2	4	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	2	2	7	1
Other 2**	0	0	0	0	0	0
Duty Hours*	10	10	16	19	0	0
Perf. Eval./ Appraisal	18	10	12	7	5	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	98	70	85	57	49	12
Sexual	11	5	10	13	8	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	1	2	2	1
Promotion/Non-Selection	17	21	17	12	15	3
<b>Reassignment</b>						
Denied	2	0	3	1	0	1
Directed	4	1	1	1	2	0
Reasonable Accommodation Disability	5	9	6	4	2	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	1	1	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	1	2	2	0	0	0
Telework	0	0	0	0	1	0
Termination	10	8	9	9	10	3
Terms/Conditions of Employment*	0	1	2	5	0	0
Time and Attendance	1	1	1	9	10	2
Training	1	3	6	7	3	1
Other Terms/Conditions of Employment*	0	0	0	0	21	11
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

Processing Time	Comparative Data										2023 Thru 31-Dec
	Previous Fiscal Year Data										
	2018	2019	2020	2021	2022						
Complaints pending during fiscal year											
Average number of days in investigation	225.42	212.51	234.09	148.43	145.33						137.67
Average number of days in final action	134.55	167.78	145.59	386.39	23.03						12.6
Complaint pending during fiscal year where hearing was requested											
Average number of days in investigation	222	208	261.48	140.07	146.63						140.1
Average number of days in final action	67.44	52.62	76.55	109.6	4.1						8.33
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation	221.06	189.88	207.31	165.38	143.93						135.45
Average number of days in final action	271.5	452.2	553.55	540.6	43.32						19
Complaints Dismissed by Agency	Comparative Data										2023 Thru 31-Dec
	Previous Fiscal Year Data										
	2018	2019	2020	2021	2022						
Total Complaints Dismissed by Agency	16	15	21	9	38						10
Average days pending prior to dismissal	29.81	71.33	131.29	314.22	35.11						23.9
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	14	10	17	7	5						2
Total Final Agency Actions Finding Discrimination	Comparative Data										2023 Thru 31-Dec
	Previous Fiscal Year Data										
	2018		2019		2020						
#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		3		0		1		2		0
Without Hearing	1	100	2	67	0	0	1	100	2	100	0
With Hearing	0	0	1	33	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data										2023 Thru 31-Dec
	Previous Fiscal Year Data										
	2018		2019		2020						
#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		1		2		0
Race	1	100	0	0	0	0	1	100	1	50	0
Color	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0
Sex	1	100	1	50	0	0	1	100	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	1	50	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50	0
Genetics	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		0		0
Race	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		0		1		2		0
Race	1	100	0	0	0	0	1	100	1	50	0
Color	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0
Sex	1	100	1	100	0	0	1	100	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50	0
Genetics	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0

Starting in FY2022, issues marked with:  
 \* are reported under Other Terms / Conditions of Employment.  
 \*\* are reported under Other Disciplinary Actions.

	Comparative Data													
	Previous Fiscal Year Data												2023 Thru 31-Dec	
	2018		2019		2020		2021		2022					
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1	2	2	2	2	1	2	1	2	1	2	1	2	
Appointment/Hire	0	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	0	
Awards	0	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	0	
Disciplinary Action														
Demotion	0	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	0	
Suspension	0	0	0	0	0	0	0	0	0	1	50	0	0	
Removal	0	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	0	
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0	0	
Perf. Eval / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment														
Non-Sexual	1	100	2	100	0	0	1	100	0	0	0	0	0	
Sexual	0	0	1	50	0	0	0	0	0	0	0	0	0	
Medical Examination	0	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	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	1	50	0	0	
Reassignment														
Denied	0	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	0	
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	
Reinstatement*	0	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	0	
Retirement*	0	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	0	
Telework	0	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	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	0	
Other Terms/Conditions of Employment*	0	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	0	
User Defined - Other 2*	0	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	0	
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0	0	
Findings After Hearing	0		1		0		0		0		0		0	
Appointment/Hire	0	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	0	
Awards	0	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	0	
Disciplinary Action														
Demotion	0	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	0	
Suspension	0	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	0	
Other Disciplinary Actions**	0	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	0	
Perf. Eval / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment														
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	
Medical Examination	0	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	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0	
Reassignment														
Denied	0	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	0	
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	
Reinstatement*	0	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	0	
Retirement*	0	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	0	
Telework	0	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	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	0	
Other Terms/Conditions of Employment*	0	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	0	
User Defined - Other 2*	0	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	0	
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0	0	

<b>Findings Without Hearing</b>	1		1		0		1		2		0	
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
<b>Disciplinary Action</b>												
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	1	50	0
Retraining	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
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	1	100	1	100	0	0	1	100	0	0	0	0
Sexual	0	0	1	100	0	0	0	0	0	0	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	1	50	0	0
<b>Reassignment</b>												
Denied	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	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	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
<b>Comparative Data</b>												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Previous Fiscal Year Data</b>						<b>2023 Thru 31-Dec</b>					
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
	156	201	176	63	34							
Total complaints from previous Fiscal Years	156	201	176	63	34							
Total Complainants	156	201	176	63	34							
<b>Number complaints pending</b>												
Investigation	1	0	1	0	0							
ROI issued, pending Complainant's action	2	0	0	0	0							
Hearing	120	132	87	61	32							
Final Agency Action	11	23	36	4	2							
Appeal with EEOC Office of Federal Operations	3	3	207	263	290							
<b>Comparative Data</b>												
<b>Complaint Investigations</b>	<b>Previous Fiscal Year Data</b>						<b>2023 Thru 31-Dec</b>					
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
	11	7	2	0	0							
Pending Complaints Where Investigations Exceed Required Time Frames	11	7	2	0	0							