## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## FEMA (and below)

For 3rd Quarter 2022 for period ending June 30, 2022

		_	Compara	ative Data		
Complaint Activity		Previo	us Fiscal Yo	ear Data		2022 Thru
	2017	2018	2019	2020	2021	30-Jun
Number of Complaints Filed	85	165	108	119	139	137
Number of Complainants	84	163	104	111	130	128
Repeat Filers	1	2	4	7	7	9
		•	Compara	ative Data	•	
Complaints by Basis		Previo	us Fiscal Ye	ear Data		
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022 Thru 30-Jun
Race	30	62	38	50	55	60
Color	8	22	6	18	17	17
Religion	3	2	1	2	4	24
Reprisal	30	64	41	57	71	47
Sex	31	58	42	40	41	35
PDA	0	1	3	0	0	0
National Origin	12	17	6	15	14	15
Equal Pay Act	0	0	0	1	0	0
Age	20	45	24	45	40	32
Disability	25	50	28	33	29	50
Genetics	0	1	0	2	0	1
Non-EEO	5	15	6	6	8	11
			Compara	ative Data	•	•
Complaints by Issue		Previo	us Fiscal Yo	ear Data		
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022 Thru 30-Jun
Appointment/Hire	3	13	7	16	13	11
Assignment of Duties	4	6	7	13	12	0
Awards	0	0	0	1	0	1
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action	•	•	•	•	•	•

0	1	3	0	1	1
1	3	1	2	6	0
3	1	1	1	3	2
0	1	1	2	1	2
0	0	1	0	1	0
10	14	10	9	22	14
0	0	0	0	0	1
	•			•	•
16	47	39	43	46	40
2	16	5	1	2	3
0	1	0	0	0	1
3	1	2	2	1	6
14	13	12	20	23	11
!			l.		
1	2	2	0	0	1
1	0	1	1	0	1
8	6	7	6	10	16
0	1	0	0	0	0
0	1	0	0	0	2
1	0	0	0	0	0
0	0	0	1	0	0
4	3	2	1	0	1
14	25	10	17	19	20
16	50	25	17	15	0
3	3	2	3	5	9
3	7	1	3	4	6
	ı		ı	•	ı
		Compara	tive Data		
	B	· ·			
	Previou	is Fiscai Ye	ear Data		2022 Thru 30-Jun
2017	2018	2019	2020	2021	- 30-Juli
•				•	•
639.07	631.52	481.97	460.51	338.6	210.93
135.52	106.96	210.77	234.61	171.8	84.52
s requested			!	!	.!
717.2	501.53	410.71	435.74	243.94	208.71
63.62	64.6	150	73.65	102.66	56.59
s not requeste	ed				ı
548.92	719.78	510.79	477.49	442.59	210.75
	<del>-</del>				<b>+</b>
315.67	159.92	263.45	334.65	251.73	I 114.33
315.67	159.92			251.73	114.33
315.67	159.92		334.65 ntive Data	251.73	114.33
	1 3 0 0 0 10 0 10 0 0 14 14 16 3 3 3 14 16 3 3 3 17 17.2 s requested 717.2 63.62 s not requeste	1 3 3 1 0 1 0 1 1 0 0 0 1 1 0 0 0 1 1 0 1 1 1 0 1 1 1 1 0 1 1 1 1 0 1 1 1 1 0 1	1 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1

	2017	2018	2019	2020	2021	00 00					
Total Complaints Dismissed by Agency	6	3	6	15	4	12					
Average days pending prior to dismissal	410	181	210	779	773	177					
Complaints W	Complaints Withdrawn by Complainants										
Total Complaints Withdrawn by Complainants	9	12	19	11	15	11					

						Compara	itive Data					
Total Final Agency Actions Finding Discrimination				Р	revious Fis	cal Year Da	ıta				2022 Thru	30- un
	20	)17	20	18	20	19	20	20	20	)21	]	,III
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		2		8		2		0	
Without Hearing	1	33	0	0	2	100	3	38	0	0	0	0
With Hearing	2	67	0	0	0	0	5	63	2	100	0	0

## Findings of Discrimination Rendered by Basis

## **Comparative Data**

		Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total	20	2017		18	2019		2020		2021		Jun	
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		3		7		2		0	
Race	1	33	0	0	1	33	2	29	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	33	0	0	1	33	2	29	0	0	0	0
Sex	0	0	0	0	0	0	3	43	1	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	29	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	3	43	0	0	0	0
Disability	1	33	0	0	1	33	2	29	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	2		0		1 1		5		2		Ιο	
Race	1	50	0	0	0	0	1	20	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	1	50	0	0	1	100	1	20	0	0	0	0
Sex	0	0	0	0	0	0	3	60	1	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	20	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	3	60	0	0	0	0
Disability	0	0	0	0	0	0	2	40	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
										•	•	
Findings Without Hearing	1		0		2		2		0		0	
Race	0	0	0	0	1	50	1	50	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	50	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	100	0	0	1	50	0	0	0	0	0	0
Constina	_	_	_	_		_	_		_			0
Genetics	0	0	0	0	0	0	0	0	0	0	0	U
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
				0	0	0	0 ative Data					0
Non-EEO	0	0	0	0 P	0 revious Fis	0 Compara	0 ative Data	0	0	0	0 2022 Thru	0
Non-EEO	20	0	0	0 P	0 revious Fis	O Compara	0 ative Data ata	0 <b>20</b>	20	0	0 2022 Thru Ju	30-
Non-EEO  Findings of Discrimination Rendered by Issue	20	0	20	0 P	revious Fis	0 Compara	0 ative Data ata 20	0	20	0	2022 Thru Ju	30-
Non-EEO  Findings of Discrimination Rendered by Issue  Total Number Findings	20 # 3	017 %	20 #	0 P	revious Fis	Compara cal Year Da	0 ative Data ata 20 # 5	20 %	20 # 2	0	2022 Thru Ju #	30- un %
Non-EEO  Findings of Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire	20 # 3	017 %	20 # 0	0 P	0 revious Fis 20 # 3 0	Compara cal Year Da 119 %	0 ative Data ata 20 # 5 1	20 % 20 20	20 # 2 0	0	2022 Thru Ju # 0 0	30- un %
Non-EEO  Findings of Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire  Assignment of Duties	20 # 3 0	017 % 0 0	20 # 0 0	0 P	0 revious Fis 20 # 3 0	Compara  cal Year Da  019  0  0  0  0	0 ative Data ata 20 # 5 1 0	20 % 20 0	20 # 2 0	0	0  2022 Thru Ju  #  0  0  0	30- un %
Findings of Discrimination Rendered by Issue  Total Number Findings Appointment/Hire Assignment of Duties Awards	20 # 3 0	0017 % 0 0 0 0	0 # 0 0 0	0 P	0 revious Fis 20 # 3 0 0 0	Compara  Cal Year Da  019  0  0  0  0  0	0 ative Data  tta  20 # 5 1 0 0	20 % 20 0	20 # 2 0 0	0 0 0 0 0	0  2022 Thru Ju  #  0  0  0  0	30- un %
Findings of Discrimination Rendered by Issue  Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status	20 # 3 0	017 % 0 0	20 # 0 0	0 P	0 revious Fis 20 # 3 0	Compara  cal Year Da  019  0  0  0  0	0 ative Data ata 20 # 5 1 0	20 % 20 0	20 # 2 0	0	0  2022 Thru Ju  #  0  0  0	30- un %
Findings of Discrimination Rendered by Issue  Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action	20 # 3 0 0	0 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 P 118 % 0 0 0 0 0 0 0	0 revious Fis 20 # 3 0 0 0 0	Compara  cal Year Da  119  %  0  0  0  0	0 ative Data  tta  20 # 5 1 0 0 0	20 % 20 0 0 0	20 # 2 0 0	0 0 0 0 0 0	0 2022 Thru Ju # 0 0 0 0 0	30- JIN
Findings of Discrimination Rendered by Issue  Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion	20 # 3 0 0 0	0 0 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 P 118 % O O O O O O O O O O O O O O O O O O	7 revious Fis 20 # 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 Compara cal Year Da 119 % 0 0 0 0 0	0 ative Data  tta  20 # 5 1 0 0 0	20 % 20 0 0	20 # 2 0 0 0	0 0 0 0 0 0 0	0  2022 Thru Ju # 0 0 0 0 0 0	30- 30- 0 0 0 0
Findings of Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire  Assignment of Duties  Awards  Conversion to Full Time/Perm Status  Disciplinary Action  Demotion  Reprimand	20 # 3 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 P 118 % O O O O O O O O O O O O O O O O O O	7	0 Compara cal Year Da 119 0 0 0 0 0 0 0 0	0 ative Data  tta  20 # 5 1 0 0 0 0 0	20 % 20 0 0 0	20 # 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	30- 30- 0 0 0 0 0 0 0
Findings of Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire  Assignment of Duties  Awards  Conversion to Full Time/Perm Status  Disciplinary Action  Demotion  Reprimand  Suspension	20 # 3 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 # 0 0 0 0 0	0 P 118	7	0 Compara cal Year Da 019 0 0 0 0 0 0 0 0 0 0	0 ative Data ata 20 # 5 1 0 0 0 1	20 % 20 0 0 0 0 0 20 20	20 # 2 0 0 0 0 0	0 0 0 0 0 0 0	0  2022 Thru Ju # 0 0 0 0 0 0 0 0 0 0 0	30- In % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Findings of Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire  Assignment of Duties  Awards  Conversion to Full Time/Perm Status  Disciplinary Action  Demotion  Reprimand  Suspension  Removal	20 # 3 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 # 0 0 0 0 0 0 0	0 P 118	0 revious Fis 20 # 3 0 0 0 0 0 0 0 0 0 0 0 0	0 Compara cal Year Da 019 0 0 0 0 0 0 0 0 0 0 0 0 0	0 ative Data  tta  20 # 5 1 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	20 % 20 0 0 0 0 20 0 20 0	0 # 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0  2022 Thru Ju  #  0  0  0  0  0  0  0  0  0  0  0  0	30- In % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Findings of Discrimination Rendered by Issue  Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal Duty Hours	20 # 3 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 # 0 0 0 0 0	0 P P 118	7	0 Compara cal Year Da 019 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 ative Data ata 20 # 5 1 0 0 0 1	20 % 20 0 0 0 0 20 0 0 0 0 0 0 0 0 0 0 0	20 # 2 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0  2022 Thru Ju # 0 0 0 0 0 0 0 0 0 0 0	30- III  %  0 0 0 0 0 0 0 0 0
Findings of Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire  Assignment of Duties  Awards  Conversion to Full Time/Perm Status  Disciplinary Action  Demotion  Reprimand  Suspension  Removal	0 # 3 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 # 0 0 0 0 0 0	0 P 118	0 revious Fis 20 # 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 Compara cal Year Da 019 0 0 0 0 0 0 0 0 0 0 0 0 0	0 ative Data  # 5 1 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	20 % 20 0 0 0 0 20 0 20 0	0 # 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0  2022 Thru Ju  #  0  0  0  0  0  0  0  0  0  0  0  0	30- 30- 0 0 0 0 0 0 0 0 0 0 0 0

Non-Sexual	0	0	0	0	1	33	0	0	0	0	0	0
Sexual	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
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	67	0	0	0	0	3	60	0	0	0	0
Reassignment										•		
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	1	33	0	0	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	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	33	0	0	1	50	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	33	0	0	0	0	0	0
Other - User Define		•	•	•	•	•	•	•	•	•	•	•
Findings After Hearing	2		0		1		4		2		0	
Appointment/Hire	0	0	0	0	0	0	1	25	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	1	25	0	0	0	0
Removal	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	1	25	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	•	•	•	•	•	•	•	•	•	•	•	•
Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Sexual	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
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	100	0	0	0	0	2	50	0	0	0	0
Reassignment	•											•
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	1	50	0	0
· · · · · · · · · · · · · · · · · · ·		·					·					

Reinstatement	T 0	0	0	0	0	0	0	0	0	Ιο	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	1	50	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 - User Define			-									
Findings Without Hearing	1		0		2		1		0		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
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
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
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	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
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	100	0	0	0	0
Reassignment												
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	1	100	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	1	50	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	1	50	0	0	0	0	0	0

Other - User Define										
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data									
by status		Previo	us Fiscal Ye	ear Data		2022 Thru				
	2017	2018	2019	2020	2021	30-Jun				
Total complaints from previous Fiscal Years	217	223	268	187	173	192				
Total Complainants	215	220	262	181	162	181				
Number complaints pending						•				
Investigation	106	44	17	10	11	17				
ROI issued, pending Complainant's action	2	10	20	3	0	4				
Hearing	91	102	137	121	120	142				
Final Agency Action	16	48	94	46	31	27				
Appeal with EEOC Office of Federal Operations	193	198	205	222	238	251				
		•	Compara	tive Data	•	•				
Complaint Investigations		Previo	us Fiscal Ye	ear Data		2022 Thru				
	2017	2018	2019	2020	2021	30-Jun				
Pending Complaints Where Investigations Exceed Required Time Frames	140	92	29	25	14	3				