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

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

	Comparative Data								
Complaint Activity		Previous	Fiscal Y	ear Data	1	2023 Thru			
	2018	2019	2020	2021	2022	30-Jun			
Number of Complaints Filed	165	108	119	139	177	143			
Number of Complainants	163	104	111	130	167	138			
Repeat Filers	2	4	7	7	9	5			
	Comparative Data								
Complaints by Basis	Previous Fiscal Year Data								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 30-Jun			
Race	62	38	50	55	78	49			
Color	22	6	18	17	24	15			
Religion	2	1	2	4	26	14			
Reprisal	64	41	57	71	68	73			
Sex	58	42	40	41	54	39			
PDA	1	3	0	0	0	3			
National Origin	17	6	15	14	19	23			
Equal Pay Act	0	0	1	0	0	0			
Age	45	24	45	40	50	34			
Disability	50	28	33	29	61	60			
Genetics	1	0	2	0	1	4			

Non-EEO	15	6	6	8	14	3
Complaints by Issue		C	ompara	tive Data	a	
		Previous	Fiscal Y	ear Data	l	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 30-Jun
Appointment/Hire	13	7	16	13	15	11
Assignment of Duties	6	7	13	12	0	0
Awards	0	0	1	0	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	3	0	1	3	0
Reprimand	3	1	2	6	0	0
Suspension	1	1	1	3	2	6
Removal	1	1	2	1	2	2
Duty Hours	0	1	0	1	0	0
Perf. Eval./ Appraisal	14	10	9	22	20	14
Examination/Test	0	0	0	0	2	0
Harassment						
Non-Sexual	47	39	43	46	51	46
Sexual	16	5	1	2	4	1
Medical Examination	1	0	0	0	1	1
Pay including overtime	1	2	2	1	6	6

Promotion/Non-Selection	13	12	20	23	16	16
Reassignment			•	•	•	
Denied	2	2	0	0	1	2
Directed	0	1	1	0	2	0
Reasonable Accommodation Disability	6	7	6	10	21	19
Reinstatement	1	0	0	0	0	0
Religious Accommodation	1	0	0	0	2	1
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	1	0	0	0
Telework	3	2	1	0	1	2
Termination	25	10	17	19	30	31
Terms/Conditions of Employment	50	25	17	15	0	0
Time and Attendance	3	2	3	5	9	4
Training	7	1	3	4	9	1

Other

	Comparative Data									
Processing Time	Previous Fiscal Year Data									
_	2018	2019	2020	2021	2022	Thru 30-Jun				
Complaints pending during fiscal year	•									
Average number of days in investigation	631.52	481.97	460.5	338.6	199.5	162.76				
Average number of days in final action	106.96	210.77	234.6	171.8	84.78	35.39				

Complaint pending during fiscal year where hearing	was requ	uested							
Average number of days in investigation	501.53	410.71	435.7	243.94	200.3	162.62			
Average number of days in final action	64.6	150	73.65	102.66	61.78	30.01			
Complaint pending during fiscal year where hearing	was not	requested							
Average number of days in investigation	719.78	510.79	477.5	442.59	194.8	162.96			
Average number of days in final action	159.92	263.45	334.7	251.73	108.5	45.35			
		C	ompara	tive Data	1				
	ı	Previous	Fiscal Y	ear Data					
Complaints Dismissed by Agency	2018	2019	2020	2021	2022	2023 Thru 30-Jun			
Total Complaints Dismissed by Agency	3	6	15	4	18	16			
Average days pending prior to dismissal	181	210	779	773	283	25			
Complaints Withdra	wn by C	omplaina	ınts						
Total Complaints Withdrawn by Complainants	12	19	11	15	15	12			

Total Final Agency Actions Finding				(Compar	ative Dat	a						
Discrimination			Pr	evious F	iscal Ye	ar Data					2023 1	hru	
	2	018	20)19	20	020	20	21	2	022	30-J	30-Jun	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		8		2		0		0		
Without Hearing	0	0	2	100	3	38	0	0	0	0	0	0	
With Hearing	0	0	0	0	5	63	2	100	0	0	0	0	
•			1	evious F			I		<u> </u>		2023 T 30-J		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	018 %	#)19 %	#	020 %	20 #	%	#	022 %	#	%	
												/0	
Total Number Findings	0		3		7		2		4		6	/0	
Total Number Findings Race	0	0	3	33	7 2	29	2	0	4	25	6 3	50	
_	_	0		33		29		0	_	25 25			
Race	0		1		2		0	_	1		3	50	
Race Color	0	0	1 0	0	2	0	0	0	1	25	3	50 17	
Race Color Religion	0 0	0	1 0 0	0	2 0 0	0	0 0 0	0	1 1 0	25 0	3 1 0	50 17 0	
Race Color Religion Reprisal	0 0 0	0 0	1 0 0	0 0 33	2 0 0 2	0 0 29	0 0 0 0	0 0	1 1 0 2	25 0 50	3 1 0 2	50 17 0 33	
Race Color Religion Reprisal Sex	0 0 0 0	0 0 0	1 0 0 1 0	0 0 33 0	2 0 0 2 3	0 0 29 43	0 0 0 0	0 0 0 50	1 1 0 2 2	25 0 50 50	3 1 0 2	50 17 0 33 17	
Race Color Religion Reprisal Sex PDA	0 0 0 0 0	0 0 0 0	1 0 0 1 0	0 0 33 0	2 0 0 2 3 0	0 0 29 43 0	0 0 0 0 1	0 0 0 50	1 1 0 2 2 0	25 0 50 50 0	3 1 0 2 1 2	50 17 0 33 17 0	
Race Color Religion Reprisal Sex PDA National Origin	0 0 0 0 0 0	0 0 0 0 0	1 0 0 1 0 0 0	0 0 33 0 0	2 0 0 2 3 0 2	0 0 29 43 0 29	0 0 0 0 1 0	0 0 0 50 0	1 1 0 2 2 0	25 0 50 50 0	3 1 0 2 1 2 0	50 17 0 33 17 0 33	

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	0		1		5		2		0		6	
Race	0	0	0	0	1	20	0	0	0	0	3	50
Color	0	0	0	0	0	0	0	0	0	0	1	17
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	1	20	0	0	0	0	2	33
Sex	0	0	0	0	3	60	1	50	0	0	1	17
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	20	0	0	0	0	2	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	30	60	0	0	0	0	1	17
Disability	0	0	0	0	2	40	1	50	0	0	2	33
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	0		2		2		0		4		2	
Race	0	0	1	50	1	50	0	0	1	25	0	0
Color	0	0	0	0	0	0	0	0	1	25	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	50	0	0	2	50	1	50
Sex	0	0	0	0	0	0	0	0	2	50	1	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	50	0	0	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	1	25	0	0
Disability	0	0	1	50	0	0	0	0	1	25	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

Comparative Data

Findings of Discrimination Rendered by Issue			Pr	evious F	iscal Ye	ar Data					2023 1	Γhru
	20	018	20)19	20	020	20	21	2	022	30-J	un
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		5		2		2		8	
Appointment/Hire	0	0	0	0	1	20	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	1	20	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	1	13
Perf. Eval./ Appraisal	0	0	0	0	1	20	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	1	33	0	0	0	0	0	0	3	38
Sexual	0	0	0	0	0	0	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	3	60	0	0	1	50	0	25
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	50	0	0	0	0

Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	25
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	1	50	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	1	33	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	33	0	0	0	0
Other - User Define												
Findings After Hearing	0		1	I	4	Π	2		0		6	
Appointment/Hire	0	0	0	0	1	25	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	ļ .	!		!		!						
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	1	25	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	1	25	1	17
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment								-				
Non-Sexual	1	100	0	0	0	0	1	100	0	0	2	33
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	2	100	0	0	0	0	2	50	2	33
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	1	50	0	0	1	17
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	1	50	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 - User Define	·	-		-	-	-						
Findings Without Hearing	0		2		1		0		2		2	
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	1	50
Sexual	0	0	0	0	0	0	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	1	100	0	0	1	50	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	0	0	1	50
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	1	50	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	1	50	0	0	0	0	0	0	0	0

Other - User Define

Pending Complaints Filed in Previous		c	€ompara	itive Data	a	
Fiscal Years by Status		Previous	Fiscal Y	'ear Data	1	2023 Thru
	2018	2019	2020	2021	2022	30-Jun

Pending Complaints Where Investigations Exceed Required Time Frames	92	29	25	14	2	2
	2018	2019	2020	2021	2022	30-Jun
Complaint Investigations	Previous Fiscal Year Data					2023 Thru
	Comparative Data					
Appeal with EEOC Office of Federal Operations	198	205	222	238	265	71
Final Agency Action	48	94	46	31	20	8
Hearing	102	137	121	120	82	83
ROI issued, pending Complainant's action	10	20	3	0	0	1
Investigation	44	17	10	11	2	15
Number complaints pending						
Total Complainants	220	262	181	162	102	102
Total complaints from previous Fiscal Years	223	268	187	173	103	106