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

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

	Comparative Data										
Complaint Activity		1	2023 Thru								
	2018	2019	2020	2021	2022	30-Sept					
Number of Complaints Filed	165	108	119	139	177	189					
Number of Complainants	163	104	111	130	167	178					
Repeat Filers	2	4	7	7	9	11					
		С	ompara	tive Data	a						
Complaints by Basis		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-Sept					
Race	62	38	50	55	78	75					
Color	22	6	18	17	24	21					
Religion	2	1	2	4	26	18					
Reprisal	64	41	57	71	68	90					
Sex	58	42	40	41	54	52					
PDA	1	3	0	0	0	3					
National Origin	17	6	15	14	19	33					
Equal Pay Act	0	0	1	0	0	0					
Age	45	24	45	40	50	52					
Disability	50	28	33	29	61	69					
Genetics	1	0	2	0	1	4					

Non-EEO	15	6	6	8	14	6
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-Sept
Appointment/Hire	13	7	16	13	15	14
Assignment of Duties	6	7	13	12	0	0
Awards	0	0	1	0	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	3	0	1	3	1
Reprimand	3	1	2	6	0	0
Suspension	1	1	1	3	2	7
Removal	1	1	2	1	2	4
Duty Hours	0	1	0	1	0	0
Perf. Eval./ Appraisal	14	10	9	22	20	21
Examination/Test	0	0	0	0	2	0
0						
Non-Sexual	47	39	43	46	51	68
Sexual	16	5	1	2	4	1
Medical Examination	1	0	0	0	1	1
Pay including overtime	1	2	2	1	6	7

Promotion/Non-Selection	13	12	20	23	16	24
Reassignment	•					
Denied	2	2	0	0	1	2
Directed	0	1	1	0	2	0
Reasonable Accommodation Disability	6	7	6	10	21	21
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	34
Terms/Conditions of Employment	50	25	17	15	0	0
Time and Attendance	3	2	3	5	9	5
Training	7	1	3	4	9	3

Other

	Comparative Data										
Processing Time		Previous	Fiscal Y	ear Data	l	2023					
	2018	2019	2020	2021	2022	Thru 30-Sept					
Complaints pending during fiscal year	Į.										
Average number of days in investigation	631.52	481.97	460.5	338.6	199.5	163.1					
Average number of days in final action	106.96	210.77	234.6	171.8	84.78	36.42					

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	161.87
Average number of days in final action	64.6	150	73.65	102.66	61.78	29.38
Complaint pending during fiscal year where hearing	was not	requested	l			
Average number of days in investigation	719.78	510.79	477.5	442.59	194.8	165.3
Average number of days in final action	159.92	263.45	334.7	251.73	108.5	47.16
		С	ompara	tive Data	1	
	ı					
Complaints Dismissed by Agency	2018	2019	2020	2021	2022	2023 Thru 30-Sept
Complaints Dismissed by Agency Total Complaints Dismissed by Agency	2018	2019	2020	2021	2022	Thru
				-	-	Thru 30-Sept
Total Complaints Dismissed by Agency	3 181	6 210	15 779	4	18	Thru 30-Sept

Total Final Agency Actions Finding				•	Compar	ative Dat	ta					
Discrimination			Pro	evious F	iscal Ye	ar Data					2023 1	Γhru
	20	018	20)19	20	020	20)21	2	022	30-S	ept
	#	%	#	%	#	%	#	%	#	%	#	%
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
Findings of Discrimination Rendered by Basis			Pro	evious F	iscal Ye	ar Data			1		2023 T 30-Se	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	018 %	# #)19 	#	020 %	#	%	#	% %	#	%
Total Number Findings	0		3		7		2		4		10	
Race	0	0	1	33	2	29	0	0	1	25	3	30
Color	0	0	0	0	0	0	0	0	1	25	2	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	33	2	29	0	0	2	50	3	30
Sex	0	0	0	0	3	43	1	50	2	50	3	30
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	2	29	0	0	0	0	1	30
	0	0	0	0	0	0	0	0	0	0	3	0
Equal Pay Act												
Equal Pay Act Age	0	0	0	0	3	43	0	0	1	25	0	10

	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
	1											
indings 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	2	17
Disability	0	0	0	0	2	40	1	50	0	0	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
indings Without Hearing	0		2		2		0		4		0	
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	0	0
Sex	0	0	0	0	0	0	0	0	2	50	0	0
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 T	Γhru
	20	018	20)19	20	020	20	21	2	022	30-Se	ept
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		5		2		2		10	
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	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	20	0	0	0	0	1	10
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	4	40
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	2	20
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	3	30
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		4		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	•		•	•	•		•			•	•	
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	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	2	100	0	0	0	0	2	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	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		4	
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	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	2	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 Fiscal Years by Status		C	≎ompara	tive Data	a	
riscal feats by Status		Previous	Fiscal Y	ear Data	l	2023 Thru
	2018	2019	2020	2021	2022	30-Sept

Pending Complaints Where Investigations Exceed Required Time Frames	92	2019 29	25	14	2022	2
Complaint Investigations	Previous Fiscal Year Data 2018 2019 2020 2021 2022					2023 Thru 30 Sept
	Comparative Data					
Appeal with EEOC Office of Federal Operations	198	205	222	238	265	73
Final Agency Action	48	94	46	31	20	14
Hearing	102	137	121	120	82	47
ROI issued, pending Complainant's action	10	20	3	0	0	0
Investigation	44	17	10	11	2	5
Number complaints pending						
Total Complainants	220	262	181	162	102	63
Total complaints from previous Fiscal Years	223	268	187	173	103	65