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

For 1st Quarter FY 2024 for period (October 1, 2023 to December 31, 2023)

		Comparative Data  Previous Fiscal Year Data									
Part 1 Complaint Activity		Pre	evious Fiscal Year D	)ata		2024/Q1					
	2019	2020 2021		2022	2023	2024/Q1					
Number of Complaints Filed	65	73	44	52	64	16					
Number of Complainants	58	67	40	51	57	9					
Repeat Filers	7	6	2	1	5	1					

Part 2 Complaints by Pagia			Compara	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year D	Pata		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024/Q1
Race	27	33	18	30	30	8
Color	8	17	10	10	19	5
Religion	2	3	3	10	9	0
Reprisal	29	37	23	25	36	12
Sex	21	32	15	19	31	8
PDA	1	0	0	0	0	0
National Origin	3	11	8	7	10	0
Equal Pay Act	1	1	2	1	1	0
Age	22	23	9	14	24	6
Disability	32	33 13		19	29	12
Genetics	0	0	0	1	0	0
Non-EEO	1	2	0	0	0	1

Part 3 Complaints By Issue			Compar	rative Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.  Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment.  ** are reported under Other Disciplinary Actions.  The reporting of Reassignment Claims has been changed from two separate Denied and		Previo	us Fiscal Ye	ar Data		2024/Q1
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.	2019	2020	2021	2022	2023	
Appointment/Hire	1	3	0	1	1	1
Assignment of Duties*	3	2	9	0	0	0
Awards	0	0	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action		•				
Demotion	0	0	0	1	0	0
Reprimand**	0	4	2	0	0	0
Suspension	2	3	2	2	2	0
Removal	4	2	3	4	4	0
Other Disciplinary Actions**	3	4	3	7	12	1
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	7	12	8	11	18	5
Examination/Test	0	0	0	0	0	0
Harassment		1	T	1	1	T
Non-Sexual	21	26	9	24	26	7
Sexual	0	0	0	3	2	1
Medical Examination	2	0	0	1	3	0
Pay including overtime	1	4	1	3	5	1
Promotion/Non-Selection	11	15	6	8	12	2
Reassignment		1 .	T _	<u> </u>		T -
Reassignment: Denied/Directed	0	4	0	1	0	0
Directed	0	1	1	3	5	1
Reasonable Accommodation Disability	7	9	1	6	15	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	7	2	0
Retirement*	0	'	'	0	0	0
Sex-Stereotyping Telework	0	0	0	0	0	0
	9	5	2	2	1	1
Termination Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	4	7	0	3	4	1
Training	1	0	2	0	3	0
Other Terms/Conditions of Employment*	8	9	8	11	16	8
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

			Compara	ative Data		
Part 4 Processing Time		Pre	vious Fiscal Year D	ata		2024/Q1
	2019	2020	2021	2022	2023	2024/Q1
Complaints pending during fiscal year						•
Average number of days in investigation	221.80	195.98	195.52	199.00	214.72	210.77
Average number of days in final action	49.64	47.98	47.40	43.83	43.97	53.33
Complaints pending during fiscal year where he	earing was requested		-			
Average number of days in investigation	240.31	201.42	192.26	198.00	227.28	181.00
Average number of days in final action	43.94	37.15	38.52	38.12	33.56	48.00
Complaints pending during fiscal year where he	earing was not requeste	ed .	-			
Average number of days in investigation	233.06	205.96	200.67	202.92	207.05	230.67
Average number of days in final action	60.74	58.80	59.56	57.71	55.41	57.60

	Comparative Data										
Part 5 Complaints Dismissed by Agency		Previ	ous Fiscal Year	Data		2024/Q1					
	2019	2020	2021	2022	2023						
Part 5 Complaints Dismissed by Agency	4	10	12	3	6	1					
Average days pending prior to dismissal	54	56	39	41	71.50	42.00					
С	omplaints Withd	rawn by Complai	nants			•					
Total Complaints Withdrawn by Complainants	4	2	4	3	5	1					

	Comparative Data												
Part 6 Total Final Agency Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				0/	204/04	
	20	2019		2020		)21	20	)22	20	)23	20	)24/Q1	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		1		1		1		0		
Without Hearing	0	0	0	0	1	100	0	0	0	0	0	0	
With Hearing	0	0	2	100	0	0	1	100	1	100	0	0	

Part 7 Finding of Discrimination Rendered by	Comparative Data												
Basis				Pre	vious Fis	cal Year D	ata				200	04/04	
Note: Complaints can be filed alleging multiple	20	2019		2020		2021		2022		)23	202	24/Q1	
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		1		1		1		0		
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Reprisal	0	0.00	2	100	1	100	0	0.00	1	100	0	0.00	
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
PDA	0	0.00	0	0.00	0	0.00	1	100	0	0.00	0	0.00	
National Origin	0	0.00	0	0.00	0	0.00	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	0	0.00	
Disability	0	0.00	0	0.00	1	100	0	0.00	1	100	0	0.00	
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	100	0	0.00	
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	

Findings After Hearing	0		2		0		1		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	100	0	0.00	0	0.00	1	100	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	1	100	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	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	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	1	100	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
Finding Without Hearing	0		0		1		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

	_	_	_		_			_		_	_	_
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	1	100	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	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	0	0.00
Disability	0	0.00	0	0.00	1	100	0	0.00	0	0.00	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

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment.

\*\* are reported under Other Disciplinary Actions.

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.

Part 8 Finding of Discrimination Rendered by Issue				Previou	us Fisc	cal Yea	ar Data	l			201	24/Q1
r art or maing or bloommination rechacted by loode	20	19	20	20	20	21	20	22	20	23	202	<u>-</u> /-Q 1
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		1		1		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	2	100	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	100	0	0	1	100	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	0	0	0	0	0	0	0	0	1	100	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	0	0
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	0	0	1	100	0	0	1	100	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	1	100	1	100	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

Findings After Hearing	0		0		0		1		1		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	ļ.						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	2	100	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	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment								<u> </u>				
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	1	100	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	0	0
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	0	0	0	0	0	0	1	100	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	1	100	1	100	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

Findings Without Hearing	0		0		1		0		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	<u>,                                      </u>	•	•	•						•	•	
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	100	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	<u> </u>	1	I	l						l		
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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	0	0	0	0	0	0
Reassignment		!	l							l	!	
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	0	0	1	100	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data						
	2019	2020	2021	2022	2023	2024/Q1	
Total complaints from previous Fiscal Years	65	46	54	20	18	54	
Total Complainants	56	42	51	19	18	15	
Number complaints pending		•			•	•	
Investigation	1	0	0	1	6	19	
ROI issued, pending Complainant's action	1	0	0	0	1	6	
Hearing	53	44	52	16	9	22	
Final Agency Action	2	2	2	4	2	1	
Appeal with EEOC Office of Federal Operations	22	13	16	16	9	9	

Part 10 Complaint Investigations	Comparative Data							
		2024/04						
	2019	2020	2021	2022	2023	2024/Q1		
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0		