

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

FPAC

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	81	62	63	46	31	35
Number of Complainants	81	62	63	45	28	35
Repeat Filers	0	0	0	1	3	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	
Race	34	28	26	16	8	11
Color	15	16	8	7	3	2
Religion	4	6	5	3	3	3
Reprisal	44	33	33	15	11	19
Sex	51	30	25	17	6	15
PDA	1	0	1	1	0	0
National Origin	11	8	4	3	3	4
Equal Pay Act	4	0	0	2	2	2
Age	30	23	26	15	9	14
Disability	23	19	26	16	14	15
Genetics	0	0	0	2	0	0
Non-EEO	13	6	12	7	1	8

Part 3 Complaints By Issue	Comparative 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 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.	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Appointment/Hire	2	5	13	3	2	0
Assignment of Duties*	9	12	6	5	2	0
Awards	2	2	1	0	1	0
Conversion to Full Time/Perm Status*	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand**	17	7	4	0	0	0
Suspension	6	5	6	3	3	0
Removal	4	4	8	0	3	0
Other Disciplinary Actions**	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	13	14	15	2	3	0
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	50	28	29	7	7	1
Sexual	6	1	2	1	0	0
Medical Examination	0	1	0	0	0	0
Pay including overtime	5	1	1	1	1	0
Promotion/Non-Selection	17	13	11	10	5	0
Reassignment						
Reassignment: Denied/Directed	3	5	0	2	1	0
Directed	1	11	5	0	0	0
Reasonable Accommodation Disability	11	11	10	4	2	0
Reinstatement*	0	1	0	0	0	0
Religious Accommodation	0	0	0	0	3	0
Retirement*	0	1	1	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	16	2	0	1	0	0
Termination	6	2	3	10	4	0
Terms/Conditions of Employment*	33	19	5	5	0	0
Time and Attendance	10	12	9	2	1	1
Training	9	2	1	0	1	0
Other Terms/Conditions of Employment*	0	0	0	0	0	1
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	175.57	190.84	211.5	147.09	134.97	104.0
Average number of days in final action	36.36	38.7	39.58	39.39	33.82	0.0
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	168.52	198.0	226.91	170.75	144.47	104.0
Average number of days in final action	15.73	22.23	29.91	16.0	20.07	0.0
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	185.8	182.45	198.5	126.06	126.38	0.0
Average number of days in final action	57.0	55.18	50.0	64.4	53.75	0.0

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	7	6	3	1	3	0
Average days pending prior to dismissal	13	237	37	24	34	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	2	7	3	2	0

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		1		0	
Without Hearing	0	0	0	0	1	50	0	0	0	0	0	0
With Hearing	0	0	0	0	1	50	0	0	1	100	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	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	50.00	0	0.00	1	100.00	0	0.00
Sex	0	0.00	0	0.00	1	50.00	0	0.00	1	100.00	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	1	100.00	0	0.00
Disability	0	0.00	0	0.00	1	50.00	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	1	50.00	0	0.00	0	0.00	0	0.00

Findings After Hearing	0		0		1		0		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	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	100.00	0	0.00	1	100.00	0	0.00
Sex	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00	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	1	100.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	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	1	100.00	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	0	0.00	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	100.00	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

** are reported under Other Disciplinary Actions.

[illegible]

[illegible]

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												
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	0	0	0	0	0	0	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	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												
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	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	100	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					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	57	72	52	35	27	1
Total Complainants	57	72	51	34	23	1
Number complaints pending						
Investigation	0	1	0	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	54	65	48	33	24	1
Final Agency Action	3	8	4	1	2	0
Appeal with EEOC Office of Federal Operations	28	33	44	51	60	0

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	0	0	0	0