

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

DeCA (and below)

For 2nd Quarter 2024 for period ending March 31, 2024

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 31-Mar
	2019	2020	2021	2022	2023	
Number of Complaints Filed	117	127	83	91	98	58
Number of Complainants	117	127	83	91	98	58
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Previous Fiscal Year Data					2024 Thru 31-Mar
	2019	2020	2021	2022	2023	
Race	67	73	47	44	46	29
Color	25	25	19	19	16	6
Religion	7	8	12	6	10	6
Biological	51	47	38	34	35	14
Sex	67	65	39	35	33	29
PDA	0	0	0	1	1	0
National Origin	8	15	14	15	12	8
Equal Pay Act	0	0	0	0	0	0
Age	35	35	28	23	24	15
Disability	38	38	23	30	42	21
Genetics	1	1	0	0	0	0
Non-EEO	0	0	1	2	2	1
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.	Previous Fiscal Year Data					2024 Thru 31-Mar
	2019	2020	2021	2022	2023	
Appointment/Hire	9	0	0	0	0	0
Assignment of Duties*	19	11	12	0	0	0
Awards	0	0	1	0	0	0
Conversion to Full Time/Perm Status*	1	1	0	0	0	0
Disciplinary Action						
Demotion	2	1	1	0	0	0
Reprimand**	11	6	4	0	0	0
Suspension	9	5	5	3	1	0
Removal	2	9	2	4	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	2	2	7	3	3
Other 2**	0	0	0	0	0	0
Duty Hours*	10	16	19	0	0	0
Perf. Eval / Appraisal	10	12	7	5	5	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	70	85	57	49	57	25
Sexual	5	10	13	8	2	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	2	2	1	1
Promotion/Non-Selection	21	17	12	15	14	8
Reassignment						
Denied	0	3	1	0	1	0
Directed	1	1	1	2	0	0
Reasonable Accommodation Disability	9	6	4	2	4	3
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	1	1	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	2	2	0	0	0	0
Telework	0	0	0	1	0	0
Termination	8	9	9	10	9	7
Terms/Conditions of Employment*	1	2	5	0	0	0
Time and Attendance	1	1	9	10	2	3
Training	3	6	7	3	1	0
Other Terms/Conditions of Employment*	0	0	0	21	18	4
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

Processing Time	Comparative Data						2024 Thru 31-Mar					
	Previous Fiscal Year Data					2024 Thru 31-Mar						
	2019	2020	2021	2022	2023							
Complaints pending during fiscal year												
Average number of days in investigation	212.51	234.09	148.43	145.33	130.81	136						
Average number of days in final action	167.78	145.59	386.39	23.03	24.79	39						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	208	261.48	140.07	146.63	130.61	130.27						
Average number of days in final action	52.62	76.55	109.6	4.1	16.52	10.67						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	189.88	207.31	165.38	143.93	131.03	142.3						
Average number of days in final action	452.2	553.55	540.6	43.32	34.54	60.25						
Complaints Dismissed by Agency	Comparative Data						2024 Thru 31-Mar					
	Previous Fiscal Year Data					2024 Thru 31-Mar						
	2019	2020	2021	2022	2023							
Total Complaints Dismissed by Agency	15	21	9	38	45	7						
Average days pending prior to dismissal	71.33	131.29	314.22	35.11	19.49	12						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	10	17	7	5	5	0						
Total Final Agency Actions Finding Discrimination	Comparative Data										2024 Thru 31-Mar	
	Previous Fiscal Year Data											
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		1		2		4		0	
Without Hearing	2	67	0	0	1	100	2	100	0	0	0	0
With Hearing	1	33	0	0	0	0	0	0	4	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data										2024 Thru 31-Mar	
	Previous Fiscal Year Data											
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	2		0		1		2		4		0	
Race	0	0	0	0	1	100	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	0	0	2	50	0	0
Sex	1	50	0	0	1	100	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	0	0	0	0	1	25	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	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	1		0		0		0		4		0	
Race	0	0	0	0	0	0	0	0	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	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	0	0	0	0	1	25	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	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		1		2		0		0	
Race	0	0	0	0	1	100	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	0	0	0	0	0	0
Sex	1	100	0	0	1	100	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	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	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	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

Starting in FY2022, issues marked with:
 * are reported under Other Terms / Conditions of Employment.
 ** are reported under Other Disciplinary Actions.

Findings Without Hearing	1		0		1		2	0	0	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	1	50	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
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	1	100	0	0	1	100	0	0	0	0	0	0
Sexual	1	100	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	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	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
	Comparative Data											
	Previous Fiscal Year Data					2024 Thru 31-Mar						
Pending Complaints Filed in Previous Fiscal Years by Status	2019	2020	2021	2022	2023							
Total complaints from previous Fiscal Years	201	176	63	34	8							23
Total Complaints	201	176	63	34	8							23
Number complaints pending												
Investigation	0	1	0	0	0							0
ROI issued, pending Complainant's action	0	0	0	0	0							1
Hearing	132	87	61	32	7							17
Final Agency Action	23	36	4	2	1							4
Appeal with EEOC Office of Federal Operations	3	207	263	290	310							320
	Comparative Data											
	Previous Fiscal Year Data					2024 Thru 31-Mar						
Complaint Investigations	2019	2020	2021	2022	2023							
Pending Complaints Where Investigations Exceed Required Time Frames	7	2	0	0	0							0