

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

For 4th Quarter 2024 for period ending September 30, 2024

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 30-Sep
	2019	2020	2021	2022	2023	
Number of Complaints Filed	117	127	83	91	98	110
Number of Complainants	117	127	83	91	98	110
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 30-Sep
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	67	73	47	44	46	57
Color	25	25	19	19	16	18
Religion	7	8	12	6	10	12
Racial/Ethnic	51	47	33	34	35	31
Sex	67	65	39	35	33	61
PDA	0	0	0	1	1	1
National Origin	8	15	14	15	12	13
Equal Pay Act	0	0	0	0	0	0
Age	35	35	28	23	24	31
Disability	38	38	23	20	22	35
Genetics	1	1	0	0	0	1
Non-EEO	0	0	1	2	2	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 30-Sep
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.						
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	2
Removal	2	9	2	4	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	2	2	7	3	6
Other 2**	0	0	0	0	0	0
Duty Hours*	10	16	19	0	0	0
Perf. Eval. / Appraisal	10	12	7	5	5	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	70	85	57	49	57	55
Sexual	5	10	13	8	2	9
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	11
Reassignment						
Denied	0	3	1	0	1	0
Directed	1	1	1	2	0	0
Reasonable Accommodation Disability	9	6	4	2	4	4
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	10
Terms/Conditions of Employment*	1	2	5	0	0	0
Time and Attendance	1	1	9	10	2	6
Training	3	6	7	3	1	1
Other Terms/Conditions of Employment*	0	0	0	21	18	9
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 30-Sep					
	Previous Fiscal Year Data					2024 Thru 30-Sep						
	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	170.12						
Average number of days in final action	167.78	145.59	386.39	23.03	24.79	48.68						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	208	261.48	140.07	146.63	130.61	164.75						
Average number of days in final action	52.62	76.55	109.6	4.1	16.52	13						
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	176.73						
Average number of days in final action	452.2	553.55	540.6	43.32	34.54	65.33						
Complaints Dismissed by Agency	Comparative Data						2024 Thru 30-Sep					
	Previous Fiscal Year Data					2024 Thru 30-Sep						
	2019	2020	2021	2022	2023							
Total Complaints Dismissed by Agency	15	21	9	38	45	12						
Average days pending prior to dismissal	71.33	131.29	314.22	35.11	19.49	16.17						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	10	17	7	5	5	10						
Total Final Agency Actions Finding Discrimination	Comparative Data										2024 Thru 30-Sep	
	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 30-Sep	
	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												
Pending Complaints Filed in Previous Fiscal Years by Status												
	2019	2020	2021	2022	2023	2024 Thru 30-Sep						
Total complaints from previous Fiscal Years	201	176	63	34	8	13						
Total Complaints	201	176	63	34	8	13						
Number complaints pending												
Investigation	0	1	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	132	87	61	32	7	10						
Final Agency Action	23	36	4	2	1	3						
Appeal with EEOC Office of Federal Operations	3	207	263	290	310	317						
Comparative Data												
Complaint Investigations												
	2019	2020	2021	2022	2023	2024 Thru 30-Sep						
Pending Complaints Where Investigations Exceed Required Time Frames	7	2	0	0	0	4						