

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

## HQ/SOCR (and below)

For 1st Quarter 2023 for period ending December 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	216	203	130	121	169	47
Number of Complainants	213	191	130	121	169	47
Repeat Filers	3	12	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru12-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	48	38	39	29	38	17
Color	19	21	18	5	23	5
Religion	10	16	4	4	34	2
Reprisal	95	93	61	62	82	17
Sex	84	67	48	39	67	17
PDA	7	4	1	4	3	1

National Origin	33	35	17	19	22	7
Equal Pay Act	0	0	0	0	0	0
Age	41	48	25	26	36	13
Disability	71	64	47	52	59	25
Genetics	2	2	2	1	4	0
Non-EEO	9	6	6	5	12	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	14	16	10	9	13	5
Assignment of Duties	28	21	18	13	13	4
Awards	5	2	3	4	5	1
Conversion to Full Time/Perm Status	1	0	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	2	0	0	1	0	0
Reprimand	13	6	5	4	8	2
Suspension	9	3	2	2	5	1
Removal	1	4	1	1	1	0
Other	12	8	2	7	20	1
Duty Hours	2	0	1	1	0	0
Perf. Eval./ Appraisal	50	31	16	17	24	3
Examination/Test	2	1	1	0	3	0
<b>Harassment</b>						
Non-Sexual	119	89	62	56	74	17

Sexual	6	3	3	0	1	1
Medical Examination	5	4	4	1	1	1
Pay including overtime	6	5	6	0	5	1
Promotion/Non-Selection	25	26	26	26	22	9
<b>Reassignment</b>						
Denied	9	0	6	1	3	0
Directed	10	10	7	9	3	0
Reasonable Accommodation Disability	18	18	8	11	9	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	0	0	0	2	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	8	1	9	1	3	0
Termination	16	21	4	12	19	3
Terms/Conditions of Employment	57	51	15	18	60	14
Time and Attendance	18	17	10	4	8	2
Training	10	5	2	5	2	2
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru12-31</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Complaints pending during fiscal year						
Average number of days in investigation	230.55	251.16	248.85	255.86	229.89	249.96
Average number of days in final action	63.11	59.09	54.36	57.09	53.45	45.31











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												
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	1	100
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 - User Define												
<b>Findings Without Hearing</b>	2		3		3		0		2		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	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	33	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	100	1	33	1	33	0	0	1	50	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	0	0	0	0	0	0	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	2	67	0	0	0	0	1	50	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	1	33	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	33	1	33	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 - User Define												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2023Thru12-31</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total complaints from previous Fiscal Years	153	156	130	184	54	151						
Total Complainants	148	153	124	121	54	151						
<b>Number complaints pending</b>												
Investigation	5	1	8	53	2	66						
ROI issued, pending Complainant's action	0	1	2	0	0	6						
Hearing	134	150	100	110	47	62						
Final Agency Action	16	3	21	11	6	15						
Appeal with EEOC Office of Federal Operations	12	14	16	19	15	356						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2023Thru12-31</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	1	5	9	7	3	2						