

No FEAR Act EEO Data

Data as of 03/31/2024

| Complaint Activity | | | | | | |
|----------------------------|------|------|------|------|------|-------------|
| Complaint Activity | 2019 | 2020 | 2021 | 2022 | 2023 | FY 2024 YTD |
| Number of Complaints Filed | 43 | 31 | 29 | 27 | 35 | 39 |
| Number of Complainants | 39 | 30 | 26 | 24 | 30 | 36 |
| Repeat Filers | 3 | 1 | 2 | 1 | 3 | 3 |

| Complaints by Basis | | | | | | |
|--|------|------|------|------|------|-------------|
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| | 2019 | 2020 | 2021 | 2022 | 2023 | FY 2024 YTD |
| Race | 23 | 15 | 9 | 13 | 16 | 18 |
| Color | 5 | 4 | 2 | 2 | 5 | 6 |
| Religion | 3 | 3 | 1 | 1 | 1 | 2 |
| Reprisal | 22 | 17 | 13 | 14 | 17 | 16 |
| Sex | 21 | 12 | 11 | 7 | 14 | 14 |
| PDA ¹ | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 7 | 3 | 2 | 5 | 2 | 5 |
| Equal Pay Act | 1 | 0 | 1 | 1 | 1 | 1 |
| Age | 18 | 12 | 15 | 14 | 16 | 18 |
| Disability | 13 | 7 | 8 | 10 | 7 | 19 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 3 | 2 | 0 | 3 | 2 | 3 |

¹ PDA - Pregnancy Discrimination Act

| Number of Complaints Alleging Each Type of Claim | | | | | | |
|--|------|------|------|------|------|-------------|
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | | | | | | |
| | 2019 | 2020 | 2021 | 2022 | 2023 | FY 2024 YTD |
| Appointment/Hire | 3 | 3 | 13 | 9 | 7 | 7 |
| Assignment of Duties | 7 | 3 | 1 | 1 | 0 | 0 |
| Awards | 1 | 1 | 1 | 1 | 1 | 3 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 1 | 0 | 0 | 1 | 0 |
| Reprimand | 0 | 2 | 0 | 0 | 1 | 0 |
| Removal | 4 | 3 | 1 | 2 | 1 | 5 |
| Suspension | 1 | 0 | 0 | 0 | 0 | 0 |
| Warning | 2 | 1 | 1 | 0 | 1 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 4 |
| Duty Hours | 1 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|---------------------------------------|----|---|---|---|----|----|
| Evaluation Appraisal | 10 | 6 | 4 | 1 | 4 | 5 |
| Examination Test | 0 | 0 | 0 | 2 | 0 | 1 |
| Harassment | | | | | | |
| Non-Sexual | 14 | 6 | 8 | 6 | 9 | 16 |
| Sexual | 1 | 4 | 0 | 0 | 1 | 1 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 3 | 0 | 1 | 1 | 1 | 4 |
| Promotion Non-Selection | 12 | 9 | 6 | 5 | 11 | 10 |
| Reassignment | | | | | | |
| Denied | 2 | 1 | 3 | 3 | 2 | 1 |
| Directed | 0 | 0 | 2 | 0 | 1 | 1 |
| Reasonable Accommodation | 3 | 2 | 2 | 2 | 3 | 5 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 1 | 0 | 1 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 4 | 1 | 0 | 0 | 0 | 0 |
| Termination | 4 | 3 | 1 | 2 | 4 | 1 |
| Terms/Conditions of Employment | 14 | 8 | 4 | 6 | 10 | 8 |
| Time and Attendance | 7 | 2 | 1 | 0 | 5 | 3 |
| Training | 3 | 2 | 3 | 3 | 0 | 1 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |

| Processing Time | | | | | | | FY 2024 YTD |
|--|-------------|-------------|-------------|-------------|-------------|-------------|----------------------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Complaints pending during fiscal year | | | | | | | |
| Average number of days in investigation | 187 | 201 | 200 | 190 | 227 | 228 | 189 |
| Average number of days in final action | 32 | 36 | 41 | 28 | 26 | 38 | 48 |
| Complaints pending during fiscal year where hearing was requested | | | | | | | |
| Average number of days in investigation | 195 | 202 | 201 | 178 | 223 | 227 | 205 |
| Average number of days in final action | 27 | 22 | 39 | 23 | 23 | 37 | 43 |
| Complaints pending during fiscal year where hearing was not requested | | | | | | | |
| Average number of days in investigation | 165 | 197 | 199 | 211 | 231 | 234 | 168 |
| Average number of days in final action | 39 | 67 | 38 | 43 | 35 | 45 | 60 |

| Complaints Dismissed by Agency | | | | | | FY 2024 YTD |
|--|-------------|-------------|-------------|-------------|-------------|------------------------|
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Total Complaints Dismissed by Agency | 3 | 2 | 5 | 3 | 2 | 2 |
| Average Days pending prior to dismissal | 103 | 109 | 113 | 402 | 101 | 220 |

Complaints Withdrawn by Complainants

| | 2019 | 2020 | 2021 | 2022 | 2023 | FY 2024 YTD |
|--|------|------|------|------|------|----------------|
| Total Withdrawn by Complainants | 0 | 1 | 2 | 1 | 4 | 0 |

Total Final Actions Finding Discrimination

| | 2019 | 2020 | 2021 | 2022 | 2023 | FY 2024 YTD |
|---------------------------------|------|------|------|------|------|----------------|
| Total Number of Findings | 0 | 1 | 0 | 0 | 0 | 0 |
| Without Hearing | 0 | 1 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 |

Findings of Discrimination Rendered by Basis

Note: Complaints can be filed alleging multiple Bases. The sum of the bases may not equal total complaints filed.

| | 2019 | 2020 | 2021 | 2022 | 2023 | FY 2024 YTD |
|---------------------------------|------|------|------|------|------|----------------|
| Total Number of Findings | 0 | 1 | 0 | 0 | 0 | 0 |
| Race | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 1 | 0 | 0 | 0 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings After Hearing | 0 | 0 | 0 | 0 | 0 | 0 |
| Race | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings Without Hearing | 0 | 1 | 0 | 0 | 0 | 0 |
| Race | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|---------------------|---|---|---|---|---|---|
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 1 | 0 | 0 | 0 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 |

Findings of Discrimination Rendered by Issue

| | 2019 | 2020 | 2021 | 2022 | 2023 | FY 2024 YTD |
|---------------------------------------|------|------|------|------|------|----------------|
| Total Number of Findings | 0 | 1 | 0 | 0 | 0 | 0 |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay Including Overtime | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 1 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings After Hearing | | | | | | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|---------------------------------|---|---|---|---|---|---|
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay Including Overtime | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings Without Hearing | | | | | | |
| Findings Without Hearing | 0 | 1 | 0 | 0 | 0 | 0 |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay Including Overtime | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|---------------------------------------|---|---|---|---|---|---|
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 1 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined | 0 | 0 | 0 | 0 | 0 | 0 |

Pending Complaints Filed in Previous Fiscal Years by Status

| | 2019 | 2020 | 2021 | 2022 | 2023 | FY 2024 YTD |
|--|------|------|------|------|------|----------------|
| Total Complaints from previous Fiscal Years | 41 | 32 | 25 | 19 | 11 | 22 |
| Total Complainants | 34 | 27 | 22 | 19 | 11 | 21 |
| Number of Complaints Pending | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 0 | 6 |
| ROI issued, pending Complainant's action | 1 | 0 | 0 | 0 | 0 | 1 |
| Hearing | 36 | 28 | 25 | 19 | 8 | 13 |
| Final Action | 4 | 4 | 0 | 0 | 3 | 2 |
| Appeal | 4 | 11 | 15 | 7 | 6 | 13 |

Complaint Investigations

| | 2019 | 2020 | 2021 | 2022 | 2023 | FY 2024 YTD |
|--|------|------|------|------|------|----------------|
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 1 | 0 | 0 | 0 | 0 |

Last Updated 04/26/2024

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