

# No FEAR Act EEO Data

Data as of 12/31/2023

Complaint Activity						
Complaint Activity	2019	2020	2021	2022	2023	FY 2024 YTD
Number of Complaints Filed	43	31	29	27	35	20
Number of Complainants	39	30	26	24	30	20
Repeat Filers	3	1	2	1	3	0

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	11
Color	5	4	2	2	5	4
Religion	3	3	1	1	1	0
Reprisal	22	17	13	14	17	5
Sex	21	12	11	7	14	7
PDA <sup>1</sup>	0	0	0	0	0	0
National Origin	7	3	2	5	2	3
Equal Pay Act	1	0	1	1	1	0
Age	18	12	15	14	16	10
Disability	13	7	8	10	7	8
Genetic Information	0	0	0	0	0	0
Non-EEO	3	2	0	3	2	1

<sup>1</sup> 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	4
Assignment of Duties	7	3	1	1	0	0
Awards	1	1	1	1	1	1
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	3
Suspension	1	0	0	0	0	0
Warning	2	1	1	0	1	0
Other	0	0	0	0	0	2
Duty Hours	1	0	0	0	0	0

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

<b>Processing Time</b>							
	2018	2019	2020	2021	2022	2023	FY 2024 YTD
<b>Complaints pending during fiscal year</b>							
<b>Average number of days in investigation</b>	187	201	200	190	227	228	208
<b>Average number of days in final action</b>	32	36	41	28	26	38	48
<b>Complaints pending during fiscal year where hearing was requested</b>							
<b>Average number of days in investigation</b>	195	202	201	178	223	227	139
<b>Average number of days in final action</b>	27	22	39	23	23	37	44
<b>Complaints pending during fiscal year where hearing was not requested</b>							
<b>Average number of days in investigation</b>	165	197	199	211	231	234	222
<b>Average number of days in final action</b>	39	67	38	43	35	45	60

<b>Complaints Dismissed by Agency</b>						
	2019	2020	2021	2022	2023	FY 2024 YTD
<b>Total Complaints Dismissed by Agency</b>	3	2	5	3	2	1
<b>Average Days pending prior to dismissal</b>	103	109	113	402	101	178

### Complaints Withdrawn by Complainants

	2019	2020	2021	2022	2023	FY 2024 YTD
<b>Total Withdrawn by Complainants</b>	0	1	2	1	4	0

### Total Final Actions Finding Discrimination

	2019	2020	2021	2022	2023	FY 2024 YTD
<b>Total Number of Findings</b>	0	1	0	0	0	0
<b>Without Hearing</b>	0	1	0	0	0	0
<b>With Hearing</b>	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
<b>Total Number of Findings</b>	0	1	0	0	0	0
<b>Race</b>	0	0	0	0	0	0
<b>Color</b>	0	0	0	0	0	0
<b>Religion</b>	0	0	0	0	0	0
<b>Reprisal</b>	0	0	0	0	0	0
<b>Sex</b>	0	0	0	0	0	0
<b>National Origin</b>	0	0	0	0	0	0
<b>Equal Pay Act</b>	0	0	0	0	0	0
<b>Age</b>	0	0	0	0	0	0
<b>Disability</b>	0	1	0	0	0	0
<b>Genetic Information</b>	0	0	0	0	0	0
<b>Non-EEO</b>	0	0	0	0	0	0
<b>Findings After Hearing</b>	0	0	0	0	0	0
<b>Race</b>	0	0	0	0	0	0
<b>Color</b>	0	0	0	0	0	0
<b>Religion</b>	0	0	0	0	0	0
<b>Reprisal</b>	0	0	0	0	0	0
<b>Sex</b>	0	0	0	0	0	0
<b>National Origin</b>	0	0	0	0	0	0
<b>Equal Pay Act</b>	0	0	0	0	0	0
<b>Age</b>	0	0	0	0	0	0
<b>Disability</b>	0	0	0	0	0	0
<b>Genetic Information</b>	0	0	0	0	0	0
<b>Non-EEO</b>	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0	1	0	0	0	0
<b>Race</b>	0	0	0	0	0	0
<b>Color</b>	0	0	0	0	0	0
<b>Religion</b>	0	0	0	0	0	0
<b>Reprisal</b>	0	0	0	0	0	0
<b>Sex</b>	0	0	0	0	0	0
<b>National Origin</b>	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
<b>Total Number of Findings</b>	0	1	0	0	0	0
<b>Appointment/Hire</b>	0	0	0	0	0	0
<b>Assignment of Duties</b>	0	0	0	0	0	0
<b>Awards</b>	0	0	0	0	0	0
<b>Conversion to Full-time</b>	0	0	0	0	0	0
<b>Disciplinary Action</b>						
<b>Demotion</b>	0	0	0	0	0	0
<b>Reprimand</b>	0	0	0	0	0	0
<b>Suspension</b>	0	0	0	0	0	0
<b>Removal</b>	0	0	0	0	0	0
<b>Other</b>	0	0	0	0	0	0
<b>Duty Hours</b>	0	0	0	0	0	0
<b>Evaluation Appraisal</b>	0	0	0	0	0	0
<b>Examination Test</b>	0	0	0	0	0	0
<b>Harassment</b>						
<b>Non-Sexual</b>	0	0	0	0	0	0
<b>Sexual</b>	0	0	0	0	0	0
<b>Medical Examination</b>	0	0	0	0	0	0
<b>Pay Including Overtime</b>	0	0	0	0	0	0
<b>Promotion Non-Selection</b>	0	0	0	0	0	0
<b>Reassignment</b>						
<b>Denied</b>	0	0	0	0	0	0
<b>Directed</b>	0	0	0	0	0	0
<b>Reasonable Accommodation</b>	0	0	0	0	0	0
<b>Reinstatement</b>	0	0	0	0	0	0
<b>Retirement</b>	0	0	0	0	0	0
<b>Termination</b>	0	0	0	0	0	0
<b>Terms/Conditions of Employment</b>	0	1	0	0	0	0
<b>Time and Attendance</b>	0	0	0	0	0	0
<b>Training</b>	0	0	0	0	0	0
<b>Other - User Defined</b>	0	0	0	0	0	0
<b>Findings After Hearing</b>						
<b>Appointment/Hire</b>	0	0	0	0	0	0
<b>Assignment of Duties</b>	0	0	0	0	0	0
<b>Awards</b>	0	0	0	0	0	0
<b>Conversion to Full-time</b>	0	0	0	0	0	0
<b>Disciplinary Action</b>						
<b>Demotion</b>	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
<b>Harassment</b>						
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
<b>Reassignment</b>						
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
<b>Findings Without Hearing</b>						
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0

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

### Pending Complaints Filed in Previous Fiscal Years by Status

	2019	2020	2021	2022	2023	FY 2024 YTD
<b>Total Complaints from previous Fiscal Years</b>	41	32	25	19	11	24
<b>Total Complainants</b>	34	27	22	19	11	22
<b>Number of Complaints Pending</b>						
<b>Investigation</b>	0	0	0	0	0	12
<b>ROI issued, pending Complainant's action</b>	1	0	0	0	0	5
<b>Hearing</b>	36	28	25	19	8	7
<b>Final Action</b>	4	4	0	0	3	0
<b>Appeal</b>	4	11	15	7	6	13

### Complaint Investigations

	2019	2020	2021	2022	2023	FY 2024 YTD
<b>Pending Complaints Where Investigations Exceed Required Time Frames</b>	0	1	0	0	0	0

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