



Complaint Activity	Comparative Data						2023 Thru 30-Sep
	Previous Fiscal Year Data						
	2018	2019	2020	2021	2022		
Number of Complaints Filed	120	115	139	88	105	111	
Number of Complainants	119	114	134	87	103	105	
Repeat Filers	1	1	5	1	2	6	
Complaints by Basis	Comparative Data						2023 Thru 30-Sep
	Previous Fiscal Year Data						
	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	65	46	70	45	53	58	
Color	34	22	36	16	31	31	
Religion	6	7	14	7	16	12	
Reprisal	74	76	89	51	65	66	
Sex	54	48	73	44	40	39	
PDA	1	0	0	2	0	2	
National Origin	24	25	31	21	17	25	
Equal Pay Act	0	0	0	0	0	0	
Age	47	46	67	24	38	33	
Disability	51	58	71	35	49	55	
Genetics	0	0	1	1	0	1	
Non-EEO	6	7	18	9	8	7	
Complaints by Issue	Comparative Data						2023 Thru 30-Sep
	Previous Fiscal Year Data						
	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>							
Appointment/Hire	3	6	3	1	2	4	
Assignment of Duties	5	1	3	0	0	0	
Awards	1	0	0	0	0	2	
Conversion to Full Time/Perm Status	0	0	0	0	0	0	
Disciplinary Action							
Demotion	3	2	1	2	1	1	
Reprimand	8	5	6	1	0	0	
Suspension	6	3	6	8	9	4	
Removal	5	4	2	3	7	4	
Disciplinary Warning	0	0	0	0	0	0	
Other Disciplinary Action	0	0	0	0	10	10	
Other 2	0	0	0	0	0	0	
Duty Hours	1	2	0	1	0	0	
Perf. Eval./ Appraisal	25	25	21	28	23	11	

Examination/Test	0	0	0	0	2	1
Harassment						
Non-Sexual	62	56	85	56	68	72
Sexual	3	5	7	3	0	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	4	2	2	1	5
Promotion/Non-Selection	27	26	29	8	32	27
Reassignment						
Denied	3	1	6	2	3	1
Directed	1	5	1	2	4	1
Reasonable Accommodation Disability	22	29	36	16	24	27
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	1	1	3	2	3
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	0	2	1	2	2
Termination	14	20	22	17	11	26
Terms/Conditions of Employment	15	13	10	6	0	0
Time and Attendance	1	3	1	3	3	2
Training	1	2	4	1	0	1
Other Terms/Conditions of Employment	0	0	0	0	25	7
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					2023 Thru 30-Sep
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	222.58	231.13	220.8	224.79	232.2	237.56
Average number of days in final action	100.3	133.89	148.3	159.53	107.46	33.79
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	226.06	226.43	221.11	225.17	241.24	249.09
Average number of days in final action	53.03	95.08	73.79	84.27	63.03	29.17
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	215.3	239.69	230.77	233.7	220.12	243.29
Average number of days in final action	187.37	244.79	373.95	333.23	163.74	45.14
Complaints Dismissed by Agency	Comparative Data					2023 Thru 30-Sep
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	6	3	8	4	8	9
Average days pending prior to dismissal	148	176	232	123	118	169
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	8	16	6	10	12
	Comparative Data					2023 Thru
	Previous Fiscal Year Data					

Total Final Agency Actions Finding Discrimination	2018		2019		2020		2021		2022		30-Sep	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		1		5		2	
Without Hearing	0	0	2	100	1	20	0	0	1	20	0	0
With Hearing	1	100	0	0	4	80	0	0	3	60	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 30-Sep	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		1		5		2	
Race	0	0	2	100	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	1	100	0	0	0	0
Reprisal	1	100	1	50	3	60	0	0	2	40	1	50
Sex	0	0	1	50	1	20	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	2	100	1	20	0	0	0	0	0	0
Disability	0	0	0	0	3	60	1	100	3	60	2	100
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		4		0		3		1	
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	1	100	0	0	3	75	0	0	1	33	1	100
Sex	0	0	0	0	1	25	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	1	25	0	0	0	0	0	0
Disability	0	0	0	0	2	50	0	0	2	67	1	100
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	0		2		1		0		1		0	
Race	0	0	2	100	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	1	50	0	0	0	0	0	0	0	0
Sex	0	0	1	50	0	0	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	2	100	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	100	0	0	1	100	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 30-Sep	
	2018		2019		2020		2021		2022		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		1		5		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	20	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	1	50	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	20	0	0	0	0	0	0
Disciplinary Warning	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
Other 2	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	1	50	1	20	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	1	50	2	40	0	0	1	20	1	50
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	1	20	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	20	0	0	0	0	0	0
Directed	0	0	0	0	1	20	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	2	40	0	0	3	60	2	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	1	100	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	1	50
Terms/Conditions of Employment	0	0	2	100	1	20	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-Per Se Reprisal	0	0	0	0	0	0	0	0	2	40	0	0
User Defined-Other-Medical Information	0	0	0	0	0	0	1	100	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
Findings After Hearing	1		0		4		0		3		1	

Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Warning	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
Other 2	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	0	0	0	0	0	0	0	0	0	0	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	1	100	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	100	0	0	1	100	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												
2023 Thru 30-Sep												
Pending Complaints Filed in Previous Fiscal Years by Status	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	119	146	142	133	61	42						
Total Complainants	107	135	131	127	59	39						
Number complaints pending												
Investigation	0	1	0	0	0	2						
ROI issued, pending Complainant's action	0	0	0	1	0	0						
Hearing	100	110	103	95	49	31						
Final Agency Action	19	35	37	32	10	6						
Appeal with EEOC Office of Federal Operations	75	85	108	24	31	35						
Comparative Data												
Previous Fiscal Year Data												
2023 Thru 30-Sep												
Complaint Investigations	2018	2019	2020	2021	2022							
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	2	0	0	0						