

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

FS (Includes Sub-Level Offices)

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

Notes:

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

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Number of Complaints Filed	100	70	71	59	67	87
Number of Complainants	88	67	65	56	63	84
Repeat Filers	10	3	5	3	4	3

Part 2 Complaints by Basis						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Race	29	22	21	13	21	29
Color	4	2	5	2	9	3
Religion	3	4	3	7	7	8
Reprisal	61	44	33	25	40	45
Sex	33	32	19	12	25	29
PDA	0	1	1	0	0	0
National Origin	8	8	3	2	7	9
Equal Pay Act	1	1	0	0	1	1
Age	30	20	15	13	22	20
Disability	40	25	20	24	27	37
Genetics	0	2	0	1	0	0
Non-EEO	7	9	8	2	9	14

Part 3 Complaints By Issue						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Appointment/Hire	5	6	8	1	2	9
Assignment of Duties*	21	12	7	1	0	0
Awards	0	1	2	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	6	4	1	0	0	0
Disciplinary Action: Suspension	10	7	7	1	4	5
Disciplinary Action: Removal	9	7	0	1	3	4
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	8	11
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	5	4	1	0	0	0
Perf. Eval./ Appraisal	17	12	8	1	1	8
Examination/Test	1	1	1	0	0	0
Harassment: Non-Sexual	53	39	31	35	48	59
Harassment: Sexual	3	5	0	6	1	6
Medical Examination	1	0	0	0	1	0
Pay including overtime	3	6	2	1	6	8
Promotion/Non-Selection	22	17	18	13	10	17
Reassignment: Denied/Directed	3	2	3	0	1	5
Reassignment: Directed	12	0	1	2	5	6
Reasonable Accommodation Disability	7	6	6	9	13	12
Reinstatement*	1	3	1	0	0	0
Religious Accommodation	1	0	0	14	0	1
Retirement*	6	0	2	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	5	2	0	0	2	5
Termination	9	8	7	6	10	21
Terms/Conditions of Employment*	39	9	5	0	0	0
Time and Attendance	14	7	6	3	8	15
Training	11	5	5	2	5	9
Other Terms/Conditions of Employment*	0	0	0	0	27	35

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Average days in Investigation for all cases pending during FY	197.39	188.51	139.4	133.79	189.06	159.37
Average days in Final Action for all cases pending during FY	35.75	23.99	21.97	31.77	46.88	29.15
Average days in Investigation with Hearing	210.79	208.53	145.16	142.84	133.62	158.29
Average days in Final Action with Hearing	26.59	14.78	6.43	19.85	12.0	16.64
Average Days in Investigation without Hearing	183.75	162.92	132.3	123.96	239.52	165.17
Average Days in Final Action without Hearing	49.26	35.58	53.12	58.09	76.25	38.72

Part 5 Complaints Dismissed or Withdrawn						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Total Complaints Dismissed by Agency	11	10	5	9	13	15
Average Days Pending Prior to Dismissal	54	19	2035	29	40.62	47.33
Total Complaints Withdrawn by Complainants	9	8	3	6	0	2

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 09-30)	FY 2024 % (thru 09-30)
Total Number Findings	1		7		0		2		3		2	
Findings Without Hearing	0	0	2	29	0	0	0	0	2	100	1	50
Findings With Hearing	1	100	5	71	0	0	2	100	0	0	1	50

Part 7 Finding of Discrimination by Basis

	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 09- 30)	FY 2024 % (thru 09- 30)
Total Number Findings	1		7		0		2		3		2	
Race	0	0.00	1	14.29	0	0.00	1	50.00	0	0.00	1	50.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	5	71.43	0	0.00	0	0.00	2	66.67	1	50.00
Sex	0	0.00	3	42.86	0	0.00	1	50.00	0	0.00	2	100.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	1	50.00
Disability	1	100.00	1	14.29	0	0.00	2	100.00	1	33.33	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 09- 30)	FY 2024 % (thru 09- 30)
Findings After Hearing	1		5		0		2		0		1	
Race	0	0.00	1	20.00	0	0.00	1	50.00	0	0.00	1	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	4	80.00	0	0.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	3	60.00	0	0.00	1	50.00	0	0.00	1	100.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	1	100.00
Disability	1	100.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 09- 30)	FY 2024 % (thru 09- 30)
Finding Without Hearing	0		2		0		0		3		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	50.00	0	0.00	0	0.00	2	66.67	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	50.00	0	0.00	0	0.00	1	33.33	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 8 Finding of Discrimination by Issue

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Total complaints from previous Fiscal Years	138	114	93	55	48	40
Total Complainants	111	92	76	42	36	29
Complaints Pending Investigation	4	3	3	2	3	2
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	129	102	86	49	37	29
Complaints Pending Final Agency Action	7	8	7	6	2	1
Complaints Pending Appeal with EEOC Office of Federal Operations	67	102	112	132	117	119

Part 10 Complaint Investigations						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	0	4	2