

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Headquarters (and below)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	69	68	61	57	36	7
Number of Complainants	64	64	61	57	36	7
Repeat Filers	5	3	0	0	0	0
Complaints Broken Down by Basis ¹	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Race	17	21	22	20	17	1
Color	10	10	13	16	11	1
Religion	5	1	2	3	3	0
Reprisal	43	34	28	29	23	1
Sex	28	33	31	30	15	5
PDA	0	0	3	1	0	0

¹ The Department notes that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of EEO complaints for a given fiscal year.

National Origin	4	6	11	8	6	0
Equal Pay Act	1	2	0	0	0	0
Age	33	29	23	22	15	2
Disability	27	24	17	21	12	1
Genetics	1	2	0	1	1	0
Non-EEO	0	2	0	0	0	0
Complaints Broken Down by Issue²	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Appointment/Hire	6	4	2	11	10	1
Assignment of Duties	9	16	8	8	3	0
Awards	3	1	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	5	8	6	6	1	0
Suspension	5	3	1	0	1	0
Removal	1	5	3	1	0	0
Other	5	0	0	1	0	0
Duty Hours	1	2	0	1	0	0
Perf. Eval./ Appraisal	13	13	16	7	3	0
Examination/Test	0	0	0	0	0	0

² The Department notes that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of EEO complaints for a given fiscal year.

Harassment						
Non-Sexual	34	25	26	27	18	2
Sexual	0	1	1	2	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	2	0	0	0	0
Promotion/Non-Selection	8	14	20	3	5	4
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	4	6	6	7	5	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	1	1	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	0	3	2	0	0
Termination	9	3	2	4	0	0
Terms/Conditions of Employment	4	3	0	4	1	1
Time and Attendance	8	4	1	5	0	0
Training	3	3	4	1	1	0
Other						
	Comparative Data					
Processing Time	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						

Average number of days in investigation	292.11	260.67	250.43	294.81	309.60	238.54
Average number of days in final action	135.91	242.50	216.00	413.92	246.22	454.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	302.67	237.86	273.77	293.00	340.69	303.50
Average number of days in final action	101.50	84.12	60.00	158.38	60.88	63.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	260.95	297.91	205.19	297.09	256.73	182.86
Average number of days in final action	190.00	379.50	192.91	530.13	287.64	105.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	7	3	2	6	2	1
Average days pending prior to dismissal	105.43	88	164	502.33	446	27
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	6	4	7	5	0
Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
	#	#	#	#	#	#
Total Number Findings	0	0	1	0	1	0
Without Hearing	0	0	1	0	1	0

With Hearing	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
	#	#	#	#	#	#
Total Number Findings³	0	0	1	0	1	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	1	0	1	0
Sex	0	0	0	0	0	0
PDA	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	1	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings After Hearing⁴						
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

³ The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of findings for a given fiscal year.

⁴ See Footnote 3.

Sex	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0
Findings Without Hearing⁵								
Race	0	0	1	0	1	0	0	0
Color	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Reprisal	0	0	1	0	1	0	0	0
Sex	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0
Disability	0	0	1	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0

⁵ See Footnote 3.

Findings of Discrimination Rendered by Issue ⁶	Comparative Data								
	Previous Fiscal Year Data					2022Thru12-31			
	2017	2018	2019	2020	2021				
	#	#	#	#	#	#	#	#	#
Total Number Findings	0	0	1	0	1	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0
Disciplinary Action									
Demotion	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0
Harassment									
Non-Sexual	0	0	0	0	1	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0

⁶ The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of findings for a given fiscal year.

Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							
Denied	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0
Termination	0	0	1	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other - User Define							
Findings After Hearing⁷	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
Disciplinary Action							

⁷ See Footnote 6.

Demotion	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0
Harassment								
Non-Sexual	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0
Reassignment								
Denied	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0

Training	0	0	0	0	0	0	0
Other - User Define							
Findings Without Hearing⁸	0	0	1	0	1	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/Perm Status	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	
Perf. Eval./ Appraisal	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	
Harassment							
Non-Sexual	0	0	0	0	1	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							

⁸ See Footnote 6.

Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	1	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 Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	101	94	109	103	73	101
Total Complainants	86	80	92	89	65	93

Number complaints pending

Investigation	4	3	7	7	7	14
ROI issued, pending Complainant's action	1	0	0	0	0	1
Hearing	85	66	72	68	52	64

Final Agency Action	4	19	26	30	15	20
Appeal with EEOC Office of Federal Operations	34	30	20	15	14	13
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	8	11	16	16	12	13