

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

For 4th Quarter 2022 for period ending September 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	69	68	61	57	36	52
Number of Complainants	64	64	61	57	36	52
Repeat Filers	5	3	0	0	0	0
Complaints Broken Down by Basis ¹	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Race	17	21	22	20	17	10
Color	10	10	13	16	11	7
Religion	5	1	2	3	3	17
Reprisal	43	34	28	29	23	23
Sex	28	33	31	30	15	22
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	5
Equal Pay Act	1	2	0	0	0	0
Age	33	29	23	22	15	20
Disability	27	24	17	21	12	22
Genetics	1	2	0	1	1	6
Non-EEO	0	2	0	0	0	0
Complaints Broken Down by Issue^{2, 3}	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Appointment/Hire	6	4	2	11	10	3
Assignment of Duties						
Awards	3	1	1	1	0	0
Conversion to Full Time/Perm Status						
Disciplinary Action						
Demotion	0	0	1	0	0	1
Reprimand						
Suspension	5	3	1	0	1	1
Removal	1	5	3	1	0	0
Other	10	8	6	7	1	4
Duty Hours						
Perf. Eval./ Appraisal	13	13	16	7	3	5

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.

³ The Department notes that in late FY 2022, the U.S. Equal Employment Opportunity Commission (EEOC) consolidated selected issues under designated categories. The EEOC consolidated the following types of issues under the issue category of Terms/Conditions of Employment: Assignment of Duties, Conversion to Full Time/Perm Status, Duty Hours, Reinstatement, and Retirement. The EEOC also consolidated the issue of Disciplinary Action – Reprimand under the issue category of Disciplinary Action – Other. The Department applied the consolidation of these issues to all fiscal years included in this data report.

Examination/Test	0	0	0	0	0	1
Harassment						
Non-Sexual	34	25	26	27	18	26
Sexual	0	1	1	2	0	1
Medical Examination	0	0	0	0	0	2
Pay including overtime	1	2	0	0	0	2
Promotion/Non-Selection	8	14	20	3	5	13
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	4	6	6	7	5	7
Reinstatement						
Religious Accommodation	0	0	0	0	0	5
Retirement						
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	0	3	2	0	0
Termination	9	3	2	4	0	1
Terms/Conditions of Employment	15	22	9	13	5	18
Time and Attendance	8	4	1	5	0	1
Training	3	3	4	1	1	1
Other						

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	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	218.92
Average number of days in final action	135.91	242.50	216.00	413.92	246.22	262.60
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	233.27
Average number of days in final action	101.50	84.12	60.00	158.38	60.88	288.67
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	197.62
Average number of days in final action	190.00	379.50	192.91	530.13	287.64	149.33
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	7	3	2	6	2	5
Average days pending prior to dismissal	105.43	88	164	502.33	446	91.6
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	6	4	7	5	7

Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2022Thru09-30		
	2017	2018	2019	2020	2021			
	#	#	#	#	#	#		
Total Number Findings	0	0	1	0	1	2		
Without Hearing	0	0	1	0	1	2		
With Hearing	0	0	0	0	0	0		
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data					2022Thru09-30		
	2017	2018	2019	2020	2021			
	#	#	#	#	#	#		
Total Number Findings⁴	0	0	1	0	1	2		
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	1		
Sex	0	0	0	0	0	1		
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		

⁴ 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.

Findings After Hearing⁵	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	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	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 Hearing⁶	0	0	1	0	1	2		
Race	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	
Reprisal	0	0	1	0	1	1		
Sex	0	0	0	0	0	1		
PDA	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	

⁵ See Footnote 4.

⁶ See Footnote 4.

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 of Discrimination Rendered by Issue⁷	Comparative Data						
	Previous Fiscal Year Data					2022Thru09-30	
	2017	2018	2019	2020	2021		
	#	#	#	#	#	#	
Total Number Findings	0	0	1	0	1	2	
Appointment/Hire	0	0	0	0	0	0	
Assignment of Duties							
Awards	0	0	0	0	0	0	
Conversion to Full Time/Perm Status							
Disciplinary Action							
Demotion	0	0	0	0	0	0	
Reprimand							
Suspension	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	
Other	0	0	0	0	0	0	
Duty Hours							
Perf. Eval./ Appraisal	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	

⁷ 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.

Harassment											
Non-Sexual	0		0		0		0		1		0
Sexual	0		0		0		0		0		1
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 Disability	0		0		0		0		0		0
Reinstatement											
Religious Accommodation	0		0		0		0		0		0
Retirement											
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		2
Time and Attendance	0		0		0		0		0		0
Training	0		0		0		0		0		0
Other - User Define											
Findings After Hearing⁸	0		0		0		0		0		0
Appointment/Hire	0		0		0		0		0		0
Assignment of Duties											

⁸ See Footnote 7.

Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status							
Disciplinary Action							
Demotion	0	0	0	0	0	0	0
Reprimand							
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours							
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0
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							
Religious Accommodation	0	0	0	0	0	0	0
Retirement							
Sex-Stereotyping	0	0	0	0	0	0	0

Telework	0	0	0	0	0	0	0
Termination	0	0	0	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 Without Hearing⁹	0	0	1	0	1	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties							
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status							
Disciplinary Action							
Demotion	0	0	0	0	0	0	0
Reprimand							
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours							
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	0	0	0	0	1	0	0
Sexual	0	0	0	0	0	0	0

⁹ See Footnote 7.

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							
Religious Accommodation	0	0	0	0	0	0	0
Retirement							
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							
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2022Thru09-30
	Previous Fiscal Year Data						
	2017	2018	2019	2020	2021		
Total complaints from previous Fiscal Years	101	94	109	103	73	60	
Total Complainants	86	80	92	89	65	51	

Number complaints pending						
Investigation	4	3	7	7	7	6
ROI issued, pending Complainant's action	1	0	0	0	0	0
Hearing	85	66	72	68	52	41
Final Agency Action	4	19	26	30	15	12
Appeal with EEOC Office of Federal Operations	34	30	20	15	14	12
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	8	11	16	16	12	13