

**Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:
FEMA (and below)
For 1st Quarter 2022 for period ending March 31, 2022**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Mar
	2017	2018	2019	2020	2021	
Number of Complaints Filed	85	165	108	119	139	73
Number of Complainants	84	163	104	111	130	69
Repeat Filers	1	2	4	7	7	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Mar
	2017	2018	2019	2020	2021	
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>						
Race	30	62	38	50	55	30
Color	8	22	6	18	17	7
Religion	3	2	1	2	4	15
Reprisal	30	64	41	57	71	28
Sex	31	58	42	40	41	17
PDA	0	1	3	0	0	0
National Origin	12	17	6	15	14	19
Equal Pay Act	0	0	0	1	0	0
Age	20	45	24	45	40	13
Disability	25	50	28	33	29	24
Genetics	0	1	0	2	0	0
Non-EEO	5	15	6	6	8	6
	5					
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Mar
	2017	2018	2019	2020	2021	
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>						
Appointment/Hire	3	13	7	16	13	5
Assignment of Duties	4	6	7	13	12	10
Awards	0	0	0	1	0	1
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						

Demotion	0	1	3	0	1	0
Reprimand	1	3	1	2	6	3
Suspension	3	1	1	1	3	0
Removal	0	1	1	2	1	0
Duty Hours	0	0	1	0	1	1
Perf. Eval./ Appraisal	10	14	10	9	22	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	16	47	39	43	46	17
Sexual	2	16	5	1	2	1
Medical Examination	0	1	0	0	0	1
Pay including overtime	3	1	2	2	1	2
Promotion/Non-Selection	14	13	12	20	23	8
Reassignment						
Denied	1	2	2	0	0	0
Directed	1	0	1	1	0	0
Reasonable Accommodation Disability	8	6	7	6	10	8
Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	1	0	0	0	1
Retirement	1	0	0	0	0	1
Sex-Stereotyping	0	0	0	1	0	0
Telework	4	3	2	1	0	1
Termination	14	25	10	17	19	11
Terms/Conditions of Employment	16	50	25	17	15	4
Time and Attendance	3	3	2	3	5	3
Training	3	7	1	3	4	1
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Mar
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	639.07	631.52	481.97	460.51	338.6	221
Average number of days in final action	135.52	106.96	210.77	234.61	171.8	93
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	717.2	501.53	410.71	435.74	243.94	217.36
Average number of days in final action	63.62	64.6	150	73.65	102.66	64.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	548.92	719.78	510.79	477.49	442.59	220.14
Average number of days in final action	315.67	159.92	263.45	334.65	251.73	119.61
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Mar

Non-Sexual	0	0	0	0	1	33	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	2	67	0	0	0	0	3	60	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	33	0	0	0	0	0	0	1	50	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	1	33	0	0	1	50	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	33	0	0	0	0	0	0
Other - User Define												
Findings After Hearing												
Appointment/Hire	2		0		1		4		2		0	
Assignment of Duties	0	0	0	0	0	0	1	25	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	0	0	0	0	1	25	0	0	0	0
Removal	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	1	25	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	1	100	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	2	100	0	0	0	0	2	50	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	50	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	1	50	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 - User Define												
Findings Without Hearing	1		0		2		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
Removal	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	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	100	0	0	0	0	0	0	0	0	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	1	50	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	1	50	0	0	0	0	0	0

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Mar
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	217	223	268	187	173	192
Total Complainants	215	220	262	181	162	181
Number complaints pending						
Investigation	106	44	17	10	11	17
ROI issued, pending Complainant's action	2	10	20	3	0	4
Hearing	91	102	137	121	120	142
Final Agency Action	16	48	94	46	31	27
Appeal with EEOC Office of Federal Operations	193	198	205	222	238	251
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Mar
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	140	92	29	25	14	3