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

For 1st Quarter 2022 for period ending March 31, 2022

			Compara	ative Data		
Complaint Activity		Previou	us Fiscal Ye	ear Data		2022 Thru
	2017	2018	2019	2020	2021	31-Mar
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
			Compara	ative Data		
Complaints by Basis						
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022 Thru 31-Mar
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		Previou	us Fiscal Ye	ear Data		
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022 Thru 31-Mar
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		
	1	3	1	2	6	3		
Reprimand	3	1	1	1	3	0		
Suspension		-						
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		l.	ı			1		
			Compara	ative Data				
Processing Time		Previou	us Fiscal Ye	ear Data		2022 Thru		
	2017	2018	2019	2020	2021	31-Mar		
Complaints pending during fiscal year	2017	2010	2013	2020	2021	<u> </u>		
	639.07	631.52	481.97	460.51	338.6	221		
Average number of days in investigation	135.52	106.96	210.77	234.61	171.8	93		
Average number of days in final action		100.90	210.77	234.01	1/1.0	93		
Complaint pending during fiscal year where hearing wa		F04 F0	440.74	405.74	040.04	047.00		
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 wa		1	540.70	177.40	140.50	000.44		
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		
			Compara	ative Data				
Complaints Dismissed by Agency	Previous Fiscal Year Data 20							

	2017	2018	2019	2020	2021	o i -iniui
Total Complaints Dismissed by Agency	6	3	6	15	4	8
Average days pending prior to dismissal	410	181	210	779	773	221
Complaints W	ithdrawn b	y Complain	ants			
Total Complaints Withdrawn by Complainants	9	12	19	11	15	9

						Compara	itive Data					
Total Final Agency Actions Finding Discrimination				Р	revious Fis	cal Year Da	ta				2022	Thru
	20)17	20	18	20	19	20	20	20	21	31-	war
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		2		8		2		0	
Without Hearing	1	33	0	0	2	100	3	38	0	0	0	0
With Hearing	2	67	0	0	0	0	5	63	2	100	0	0

Findings of Discrimination Rendered by Basis

Comparative Data

		Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total	20	2017)18	2019		2020		2021		2022 Thru	31-Mar	
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		0		3		7		2		0		
Race	1	33	0	0	1	33	2	29	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	33	0	0	1	33	2	29	0	0	0	0	
Sex	0	0	0	0	0	0	3	43	1	50	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	2	29	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	3	43	0	0	0	0	
Disability	1	33	0	0	1	33	2	29	1	50	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 After Hearing	2		0		1		5		2		0		
Race	1	50	0	0	0	0	1	20	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	50	0	0	1	100	1	20	0	0	0	0					
Sex	0	0	0	0	0	0	3	60	1	50	0	0					
PDA	0	0	0	0	0	0	0	0	0	0	0	0					
National Origin	0	0	0	0	0	0	1	20	0	0	0	0					
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0					
Age	0	0	0	0	0	0	3	60	0	0	0	0					
Disability	0	0	0	0	0	0	2	40	1	50	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 Without Hearing	1		0		2		2		0		0						
Race	0	0	0	0	1	50	1	50	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	0	0	0	0	1	50	0	0	0	0					
Sex	0	0	0	0	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	1	50	0	0	0	0					
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0					
Age	0	0	0	0	0	0	0	0	0	0	0	0					
Disability	1	100	0	0	1	50	0	0	0	0	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					
	Comparative Data																
1	Previous Fiscal Year Data											31-Mar					
Findings of Discrimination Rendered by Issue				Г	revious ris	Cai Teal Da		,									
Findings of Discrimination Rendered by Issue	20	117	20	118		119		20	20)21	2022 Thru	31-IVIAF					
Findings of Discrimination Rendered by Issue	#)17 %	20					20 %	#)21 %	2022 Thru #	%					
Findings of Discrimination Rendered by Issue Total Number Findings				18	20	119	20										
Total Number Findings Appointment/Hire	#		#	18	20 #	119	20 #		#		#						
Total Number Findings	# 3	%	# 0	%	20 # 3	% %	20 # 5	%	# 2	%	# 0	%					
Total Number Findings Appointment/Hire	# 3 0	0	# 0 0	% 0	# 3 0	% 0	20 # 5	20	# 2 0	0	# 0 0	%					
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status	# 3 0 0	0 0	# 0 0 0	0 0	# 3 0 0	% 0 0	20 # 5 1 0	% 20 0	# 2 0 0	0 0	# 0 0 0	% 0 0					
Total Number Findings Appointment/Hire Assignment of Duties Awards	# 3 0 0 0 0 0	% 0 0 0	# 0 0 0 0	0 0	# 3 0 0 0 0	0 0	# 5 1 0 0	% 20 0 0	# 2 0 0 0 0 0	% 0 0 0	# 0 0 0	% 0 0					
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0	# 0 0 0 0 0	0 0 0 0 0	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0	# 5 1 0 0 0 0 0 0	% 20 0 0 0	# 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0					
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0	# 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 5 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 20 0 0 0 0	# 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0					
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0	# 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0	# 5 1 0 0 0 0 0 1 1	% 20 0 0 0 0	# 2 0 0 0 0 0	% 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0					
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0	# 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 # 3 0 0 0 0 0	0 0 0 0 0 0	20 # 5 1 0 0 0 0	% 20 0 0 0 0 0 0 20	# 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0					
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal Duty Hours	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0 0	# 0 0 0 0 0 0 0	0 0 0 0 0 0 0	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	20 # 5 1 0 0 0 0 0	% 20 0 0 0 0 0 0 20 0	# 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0 0					
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal Duty Hours Perf. Eval./ Appraisal	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	20 # 5 1 0 0 0 0 0 1 0	% 20 0 0 0 0 0 20 0 0 20	# 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0 0 0					
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status Disciplinary Action Demotion Reprimand Suspension Removal Duty Hours	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0 0	# 0 0 0 0 0 0 0	0 0 0 0 0 0 0	# 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	20 # 5 1 0 0 0 0 0	% 20 0 0 0 0 0 0 20 0	# 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0 0 0 0					

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	2		0		1		4		2		0	
Appointment/Hire	0	0	0	0	0	0	1	25	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	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
				1		1						

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		ı				l.	l.	I				<u> </u>
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	Comparative Data									
by Status		Previo	us Fiscal Ye	ear Data		2022 Thru				
	2017	2018	2019	2020	2021	31-Mar				
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				
			Compara	tive Data						
Complaint Investigations		Previo	us Fiscal Ye	ear Data		2022 Thru				
	2017	2018	2019	2020	2021	31-Mar				
Pending Complaints Where Investigations Exceed Required Time Frames	140	92	29	25	14	3				