

**Equal Employment Opportunity Data Posted  
Pursuant to the No Fear Act:  
FEMA (and below)  
For 4th Quarter 2022 for period ending September 30, 2022**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	85	165	108	119	139	177
Number of Complainants	84	163	104	111	130	167
Repeat Filers	1	2	4	7	7	9
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
<b><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u></b>						
Race	30	62	38	50	55	78
Color	8	22	6	18	17	24
Religion	3	2	1	2	4	26
Reprisal	30	64	41	57	71	68
Sex	31	58	42	40	41	54
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	50
Disability	25	50	28	33	29	61
Genetics	0	1	0	2	0	1
Non-EEO	5	15	6	6	8	14
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
<b><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u></b>						
Appointment/Hire	3	13	7	16	13	15
Assignment of Duties	4	6	7	13	12	0
Awards	0	0	0	1	0	2
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						

Demotion	0	1	3	0	1	3
Reprimand	1	3	1	2	6	0
Suspension	3	1	1	1	3	2
Removal	0	1	1	2	1	2
Duty Hours	0	0	1	0	1	0
Perf. Eval./ Appraisal	10	14	10	9	22	20
Examination/Test	0	0	0	0	0	2
<b>Harassment</b>						
Non-Sexual	16	47	39	43	46	51
Sexual	2	16	5	1	2	4
Medical Examination	0	1	0	0	0	1
Pay including overtime	3	1	2	2	1	6
Promotion/Non-Selection	14	13	12	20	23	16
<b>Reassignment</b>						
Denied	1	2	2	0	0	1
Directed	1	0	1	1	0	2
Reasonable Accommodation Disability	8	6	7	6	10	21
Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	1	0	0	0	2
Retirement	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	1	0	0
Telework	4	3	2	1	0	1
Termination	14	25	10	17	19	30
Terms/Conditions of Employment	16	50	25	17	15	0
Time and Attendance	3	3	2	3	5	9
Training	3	7	1	3	4	9
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 09-30</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Complaints pending during fiscal year						
Average number of days in investigation	639.07	631.52	481.97	460.51	338.6	199.48
Average number of days in final action	135.52	106.96	210.77	234.61	171.8	84.78
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	200.29
Average number of days in final action	63.62	64.6	150	73.65	102.66	61.78
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	194.83
Average number of days in final action	315.67	159.92	263.45	334.65	251.73	108.52
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 09-30</b>



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		
<b>Findings Without Hearing</b>	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		
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>													
	<b>Previous Fiscal Year Data</b>										<b>2022</b>		<b>Thru</b>	
	<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>09-30</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>		
<b>Total Number Findings</b>	3		0		3		5		2		0			
Appointment/Hire	0	0	0	0	0	0	1	20	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		
<b>Disciplinary Action</b>														
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	20	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	20	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	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												
<b>Findings After Hearing</b>												
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												
<b>Findings Without Hearing</b>	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-Dec
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	217	223	268	187	173	242
Total Complainants	215	220	262	181	162	219
<b>Number complaints pending</b>						
Investigation	106	44	17	10	11	63
ROI issued, pending Complainant's action	2	10	20	3	0	10
Hearing	91	102	137	121	120	136
Final Agency Action	16	48	94	46	31	28
Appeal with EEOC Office of Federal Operations	193	198	205	222	238	242
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Dec
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	140	92	29	25	14	15