

**Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:
FEMA (and below)
For 4th Quarter 2023 for period ending September 30, 2023**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sept
	2018	2019	2020	2021	2022	
Number of Complaints Filed	165	108	119	139	177	189
Number of Complainants	163	104	111	130	167	178
Repeat Filers	2	4	7	7	9	11
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sept
	2018	2019	2020	2021	2022	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	62	38	50	55	78	75
Color	22	6	18	17	24	21
Religion	2	1	2	4	26	18
Reprisal	64	41	57	71	68	90
Sex	58	42	40	41	54	52
PDA	1	3	0	0	0	3
National Origin	17	6	15	14	19	33
Equal Pay Act	0	0	1	0	0	0
Age	45	24	45	40	50	52
Disability	50	28	33	29	61	69
Genetics	1	0	2	0	1	4

Non-EEO	15	6	6	8	14	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sept
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	
Appointment/Hire	13	7	16	13	15	14
Assignment of Duties	6	7	13	12	0	0
Awards	0	0	1	0	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	3	0	1	3	1
Reprimand	3	1	2	6	0	0
Suspension	1	1	1	3	2	7
Removal	1	1	2	1	2	4
Duty Hours	0	1	0	1	0	0
Perf. Eval./ Appraisal	14	10	9	22	20	21
Examination/Test	0	0	0	0	2	0
0						
Non-Sexual	47	39	43	46	51	68
Sexual	16	5	1	2	4	1
Medical Examination	1	0	0	0	1	1
Pay including overtime	1	2	2	1	6	7

Promotion/Non-Selection	13	12	20	23	16	24
Reassignment						
Denied	2	2	0	0	1	2
Directed	0	1	1	0	2	0
Reasonable Accommodation Disability	6	7	6	10	21	21
Reinstatement	1	0	0	0	0	0
Religious Accommodation	1	0	0	0	2	1
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	1	0	0	0
Telework	3	2	1	0	1	2
Termination	25	10	17	19	30	34
Terms/Conditions of Employment	50	25	17	15	0	0
Time and Attendance	3	2	3	5	9	5
Training	7	1	3	4	9	3
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sept
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	631.52	481.97	460.5	338.6	199.5	163.1
Average number of days in final action	106.96	210.77	234.6	171.8	84.78	36.42

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	501.53	410.71	435.7	243.94	200.3	161.87
Average number of days in final action	64.6	150	73.65	102.66	61.78	29.38
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	719.78	510.79	477.5	442.59	194.8	165.3
Average number of days in final action	159.92	263.45	334.7	251.73	108.5	47.16
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sept
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	3	6	15	4	18	36
Average days pending prior to dismissal	181	210	779	773	283	74
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	12	19	11	15	15	18

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 30-Sept	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		8		2		0		0	
Without Hearing	0	0	2	100	3	38	0	0	0	0	0	0
With Hearing	0	0	0	0	5	63	2	100	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 30-Sept	
	2018		2019		2020		2021		2022			
#	%	#	%	#	%	#	%	#	%	#	%	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings	0		3		7		2		4		10	
Race	0	0	1	33	2	29	0	0	1	25	3	30
Color	0	0	0	0	0	0	0	0	1	25	2	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	33	2	29	0	0	2	50	3	30
Sex	0	0	0	0	3	43	1	50	2	50	3	30
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	2	29	0	0	0	0	1	30
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	3	0
Age	0	0	0	0	3	43	0	0	1	25	0	10
Disability	0	0	1	33	2	29	1	50	1	25	0	30

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 30-Sept	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		5		2		2		10	
Appointment/Hire	0	0	0	0	1	20	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	1	20	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	1	20	0	0	0	0	1	10
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	33	0	0	0	0	0	0	4	40
Sexual	0	0	0	0	0	0	0	0	1	50	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	3	60	0	0	1	50	2	20
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	50	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	1	100	0	0	1	50	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	0	0	2	50
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	1	50	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	1	50	0	0	0	0	0	0	0	0

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sept
	2018	2019	2020	2021	2022	

Total complaints from previous Fiscal Years	223	268	187	173	103	65
Total Complainants	220	262	181	162	102	63
Number complaints pending						
Investigation	44	17	10	11	2	5
ROI issued, pending Complainant's action	10	20	3	0	0	0
Hearing	102	137	121	120	82	47
Final Agency Action	48	94	46	31	20	14
Appeal with EEOC Office of Federal Operations	198	205	222	238	265	73
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30 Sept
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	92	29	25	14	2	2