

**Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:**

ARS (includes sub-level offices)

For 1st Quarter 2024 for period ending December 31, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	15	13	15	16	13	5
Number of Complainants	14	11	15	16	13	5
Repeat Filers	1	1	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2019	2020	2021	2022	2023	

Race	7	7	7	5	5	1
Color	4	3	1	2	1	1
Religion	5	1	1	1	4	1
Reprisal	10	11	10	7	9	5
Sex	7	8	4	7	7	3
PDA	0	0	1	0	0	0
National Origin	7	1	4	1	1	2
Equal Pay Act	1	0	1	1	1	0
Age	7	3	2	7	2	1
Disability	7	5	5	6	7	0
Genetics	1	0	0	1	1	0
Non-EEO	3	1	2	2	1	1

Part 3 Complaints By Issue	Comparative Data
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*Note: Complaints can be filed alleging multiple bases.
The sum of the bases may not equal total complaints filed.*

*Starting in FY2022, issues marked with:
* are reported under Other Terms / Conditions of Employment.
** are reported under Other Disciplinary Actions.*

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

	Previous Fiscal Year Data					2024 Thru 12- 31
	2019	2020	2021	2022	2023	
Appointment/Hire	0	3	3	3	1	0
Assignment of Duties*	4	1	4	3	0	0
Awards	0	0	0	1	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand**	0	1	1	0	0	0
Suspension	2	0	0	2	0	1
Removal	2	1	0	0	1	0
Other Disciplinary Actions**	0	0	0	0	3	3
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	2	0	0	0
Perf. Eval./ Appraisal	7	0	3	6	1	0

Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	5	10	9	7	4
Sexual	0	0	0	0	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	0	0	1	1
Promotion/Non-Selection	4	3	1	3	1	0
Reassignment						
Reassignment: Denied/Directed	0	0	0	1	0	0
Directed	0	0	2	1	0	0
Reasonable Accommodation Disability	3	2	3	5	5	0
Reinstatement*	0	1	0	0	0	0
Religious Accommodation	0	0	0	7	1	0
Retirement*	2	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	1	0	1	3	5	0
Terms/Conditions of Employment*	5	3	5	0	0	0
Time and Attendance	3	0	1	0	0	0
Training	1	0	3	4	1	2
Other Terms/Conditions of Employment*	0	0	0	0	4	4

User Defined - Other 1*	1	1	1	0	0	0
User Defined - Other 2*	0	0	1	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0
Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	200.5	203.42	147.89	133.73	142.45	138.00
Average number of days in final action	60.0	34.89	11.29	23.67	36.85	26.60
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	210.2	176.75	178.33	134.8	154.75	126.00
Average number of days in final action	27.0	21.75	1.6	18.29	24.9	0.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	195.11	208.67	132.67	154.67	135.43	146.00
Average number of days in final action	93.0	48.0	35.5	21.0	46.8	44.33
Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	1	4	3	1	1	0

Average days pending prior to dismissal	11	39	51	41	41	0.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	1	2	1	1	0

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		0	
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		0	
Race	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	6	7	9	6	7	13
Total Complainants	5	6	6	5	7	13
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	5	7	9	5	7	10
Final Agency Action	1	0	1	1	0	1
Appeal with EEOC Office of Federal Operations	8	10	11	16	10	11

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0