

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

OCFO (includes sub-level offices)

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

Part 1: Complaint Activity – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Part 1 Complaint Activity	2019	2020	2021	2022	2023	2024 Thru 12-31
Number of Complaints Filed	35	27	17	10	10	1
Number of Complainants	32	25	15	10	9	1
Repeat Filers	3	2	2	0	1	0

Part 2: Complaints by Basis – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Part 2 Complaints by Basis	2019	2020	2021	2022	2023	2024 Thru 12-31
Race	24	10	8	5	6	1
Color	19	4	3	2	3	1
Religion	0	0	1	0	0	0
Reprisal	17	14	11	3	3	0
Sex	11	7	2	7	2	0
PDA	0	0	0	0	0	0
National Origin	1	3	1	1	1	0
Equal Pay Act	0	0	0	0	0	0
Age	13	20	7	3	3	1
Disability	13	7	3	4	4	0
Genetics	0	0	0	0	0	0
Non-EEO	3	1	1	0	1	0

Part 3: Complaints By Issue – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

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.

Part 3 Complaints By Issue	2019	2020	2021	2022	2023	2024 Thru 12-31
Appointment/Hire	1	1	2	1	2	0
Assignment of Duties*	4	9	3	1	0	0
Awards	1	0	1	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand**	3	1	2	0	0	0
Suspension	1	0	0	0	0	0
Removal	1	1	0	1	0	0
Other Disciplinary Actions**	0	0	0	0	1	0
Other 2**	0	0	0	0	0	0
Duty Hours*	3	0	0	0	0	0
Perf. Eval./ Appraisal	11	11	6	1	3	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	20	10	9	7	6	0
Sexual	0	1	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	3	0	0	2	0
Promotion/Non-Selection	6	7	5	3	3	1
Reassignment						
Reassignment: Denied/Directed	0	0	0	0	0	0
Directed	0	2	1	0	0	0
Reasonable Accommodation Disability	2	5	1	0	3	0
Reinstatement*	1	0	0	0	0	0
Religious Accommodation	0	0	0	4	0	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	0	0	0	0	0
Termination	0	0	0	0	1	0
Terms/Conditions of Employment*	6	2	0	0	0	0
Time and Attendance	2	2	1	0	2	0
Training	2	1	1	0	2	0
Other Terms/Conditions of Employment*						
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Part 9: Complaints Pending from Previous Fiscal Years By Status – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Part 9 Complaints Pending from Previous Fiscal Years By Status	2019	2020	2021	2022	2023	2024 Thru 12-31
Total complaints from previous Fiscal Years	8	8	6	4	3	5
Total Complainants	8	8	6	4	3	5
Number complaints pending						
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	1	0	0	0	0	0
Hearing	6	7	4	3	2	4
Final Agency Action	0	1	2	1	1	0
Appeal with EEOC Office of Federal Operations	8	12	12	13	5	7

Part 10: Complaint Investigations – Comparative Data for Previous Fiscal Years (2019 – 2023) and for 2024 (through 12-31)

Part 10 Complaint Investigations	2019	2020	2021	2022	2023	2024 Thru 12-31
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0