



| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2024 Thru 31-Mar |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Number of Complaints Filed | 120 | 153 | 88 | 105 | 113 | 45 |
| Number of Complainants | 119 | 147 | 87 | 103 | 107 | 45 |
| Repeat Filers | 1 | 6 | 1 | 2 | 6 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2024 Thru 31-Mar |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 47 | 76 | 45 | 53 | 57 | 25 |
| Color | 22 | 40 | 16 | 31 | 31 | 11 |
| Religion | 7 | 15 | 7 | 16 | 12 | 2 |
| Reprisal | 79 | 95 | 51 | 65 | 69 | 27 |
| Sex | 50 | 81 | 44 | 40 | 40 | 15 |
| PDA | 0 | 0 | 2 | 0 | 2 | 1 |
| National Origin | 26 | 31 | 21 | 17 | 25 | 13 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 48 | 77 | 24 | 38 | 35 | 12 |
| Disability | 61 | 75 | 35 | 49 | 56 | 18 |
| Genetics | 1 | 1 | 1 | 0 | 1 | 0 |
| Non-EEO | 8 | 18 | 9 | 8 | 8 | 1 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2024 Thru 31-Mar |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Appointment/Hire | 6 | 4 | 1 | 2 | 4 | 3 |
| Assignment of Duties | 1 | 3 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 2 | 1 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 2 | 1 | 2 | 1 | 1 | 1 |
| Reprimand | 6 | 7 | 1 | 0 | 0 | 0 |
| Suspension | 3 | 6 | 8 | 9 | 4 | 1 |
| Removal | 5 | 3 | 3 | 7 | 4 | 2 |
| Other Disciplinary Action | 0 | 0 | 0 | 0 | 0 | 2 |
| Other 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 2 | 0 | 1 | 0 | 0 | 0 |

| | | | | | | |
|--|--|-------------|-------------|-------------|-------------|---------------------------------|
| Perf. Eval./ Appraisal | 25 | 22 | 28 | 23 | 12 | 12 |
| Examination/Test | 0 | 0 | 0 | 2 | 1 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 58 | 91 | 56 | 68 | 73 | 29 |
| Sexual | 5 | 8 | 3 | 0 | 3 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 4 | 2 | 2 | 1 | 5 | 2 |
| Promotion/Non-Selection | 27 | 36 | 8 | 32 | 28 | 8 |
| Reassignment | | | | | | |
| Denied | 1 | 7 | 2 | 3 | 1 | 1 |
| Directed | 5 | 1 | 2 | 4 | 1 | 3 |
| Reasonable Accommodation Disability | 30 | 38 | 16 | 24 | 29 | 12 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 1 | 1 | 3 | 2 | 3 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 1 | 2 | 1 | 2 | 2 | 0 |
| Termination | 21 | 24 | 17 | 11 | 26 | 5 |
| Terms/Conditions of Employment | 13 | 11 | 6 | 0 | 0 | 0 |
| Time and Attendance | 3 | 1 | 3 | 3 | 1 | 0 |
| Training | 2 | 5 | 1 | 0 | 1 | 1 |
| Other Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 9 |
| User Defined-Other 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Comparative Data | | | | | | |
| Processing Time | Previous Fiscal Year Data | | | | | 2024 Thru 31-Mar |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | Complaints pending during fiscal year | | | | | |
| Average number of days in investigation | 299.88 | 243.99 | 271.03 | 264.02 | 269.85 | 228.67 |
| Average number of days in final action | 130.52 | 161.84 | 206.81 | 121.73 | 39.41 | 38.82 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 286.06 | 229.11 | 251.87 | 274.29 | 268.17 | 208.47 |
| Average number of days in final action | 73.65 | 89.84 | 86.35 | 79.2 | 33.05 | 32.55 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 288.77 | 267.56 | 293.91 | 245.57 | 278.23 | 204.67 |
| Average number of days in final action | 1515.32 | 324.81 | 370.45 | 180.59 | 50.72 | 48.46 |
| Comparative Data | | | | | | |
| Complaints Dismissed by Agency | Previous Fiscal Year Data | | | | | 2024 Thru 31-Mar |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | Total Complaints Dismissed by Agency | | | | | |
| Average days pending prior to dismissal | 176 | 403 | 123 | 118 | 169 | 126.4 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 8 | 17 | 6 | 10 | 12 | 6 |
| Comparative Data | | | | | | |
| Complaints Withdrawn by Complainants | Previous Fiscal Year Data | | | | | 2024 Thru 31-Mar |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | Total Complaints Withdrawn by Complainants | | | | | |

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|---|----------------------------------|-------------|-------------|-------------|-------------|---------------------------------|---------------------------------|-----|---|---|---|---|
| Disciplinary Warning | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Disciplinary Actions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other 2 | 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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 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 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined- Other 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined- Other 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined- Other 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined- Other 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | 2024 Thru 31-Mar | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2019 | 2020 | 2021 | 2022 | 2023 | | | | | | | |
| Total complaints from previous Fiscal Years | 149 | 147 | 133 | 61 | 42 | 78 | | | | | | |
| Total Complainants | 137 | 135 | 127 | 59 | 39 | 74 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 1 | 0 | 0 | 0 | 2 | 16 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 1 | 0 | 0 | 5 | | | | | | |
| Hearing | 113 | 106 | 93 | 49 | 30 | 47 | | | | | | |
| Final Agency Action | 35 | 38 | 34 | 10 | 8 | 8 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 85 | 110 | 25 | 31 | 35 | 35 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2024 Thru 31-Mar | | | | | | |
| | 2019 | 2020 | 2021 | 2022 | 2023 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 1 | 2 | 0 | 0 | 0 | 0 | | | | | | |

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|--|---|---|---|---|---|---|
| Class Complaints Pending EEOC Certification | 0 | 0 | 0 | 1 | 1 | 0 |
| Basis Disability | 0 | 0 | 0 | 1 | 0 | 0 |
| Basis Race/Color African American/Black | 0 | 0 | 0 | 0 | 1 | 0 |
| Issue Hiring Assessment/Reasonable Accommodation | 0 | 0 | 0 | 1 | 0 | 0 |
| Issue Training/Discharge | 0 | 0 | 0 | 0 | 1 | 0 |