



| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2021 Thru 30-Jun |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Number of Complaints Filed | 93 | 91 | 120 | 115 | 139 | 66 |
| Number of Complainants | 92 | 90 | 119 | 114 | 134 | 66 |
| Repeat Filers | 1 | 1 | 1 | 1 | 5 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021 Thru 30-Jun |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 46 | 40 | 65 | 46 | 70 | 35 |
| Color | 28 | 20 | 34 | 22 | 36 | 12 |
| Religion | 8 | 4 | 6 | 7 | 14 | 6 |
| Reprisal | 59 | 47 | 74 | 76 | 89 | 38 |
| Sex | 37 | 31 | 54 | 48 | 73 | 28 |
| PDA | 1 | 0 | 1 | 0 | 0 | 2 |
| National Origin | 21 | 23 | 24 | 25 | 31 | 17 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 43 | 31 | 47 | 46 | 67 | 19 |
| Disability | 26 | 45 | 51 | 58 | 71 | 24 |
| Genetics | 0 | 0 | 0 | 0 | 1 | 1 |
| Non-EEO | 2 | 4 | 6 | 7 | 18 | 7 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021 Thru 30-Jun |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Appointment/Hire | 14 | 3 | 3 | 6 | 3 | 1 |
| Assignment of Duties | 4 | 0 | 5 | 1 | 3 | 0 |
| Awards | 1 | 0 | 1 | 0 | 0 | 0 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 2 | 2 | 3 | 2 | 1 | 2 |
| Reprimand | 5 | 2 | 8 | 5 | 6 | 1 |
| Suspension | 2 | 6 | 6 | 3 | 6 | 8 |
| Removal | 0 | 2 | 5 | 4 | 2 | 0 |
| Duty Hours | 2 | 1 | 1 | 2 | 0 | 1 |
| Perf. Eval./ Appraisal | 14 | 19 | 25 | 25 | 21 | 23 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |

| Harassment | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------|-------------|----------|-------------|----------|-------------------------|----------|
| Non-Sexual | 39 | 37 | 62 | 56 | 85 | 43 | | | | | | |
| Sexual | 0 | 2 | 3 | 5 | 7 | 1 | | | | | | |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Pay including overtime | 1 | 3 | 3 | 4 | 2 | 2 | | | | | | |
| Promotion/Non-Selection | 36 | 27 | 27 | 26 | 29 | 4 | | | | | | |
| Reassignment | | | | | | | | | | | | |
| Denied | 2 | 1 | 3 | 1 | 6 | 1 | | | | | | |
| Directed | 4 | 3 | 1 | 5 | 1 | 1 | | | | | | |
| Reasonable Accommodation Disability | 5 | 16 | 22 | 29 | 36 | 12 | | | | | | |
| Reinstatement | 0 | 0 | 1 | 0 | 0 | 0 | | | | | | |
| Religious Accommodation | 0 | 0 | 0 | 1 | 1 | 2 | | | | | | |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Telework | 1 | 4 | 4 | 0 | 2 | 1 | | | | | | |
| Termination | 6 | 11 | 14 | 20 | 22 | 14 | | | | | | |
| Terms/Conditions of Employment | 12 | 10 | 15 | 13 | 10 | 5 | | | | | | |
| Time and Attendance | 2 | 2 | 1 | 3 | 1 | 2 | | | | | | |
| Training | 3 | 1 | 1 | 2 | 4 | 1 | | | | | | |
| Other | | | | | | | | | | | | |
| Processing Time | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2021 Thru 30-Jun | |
| | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | | 2021 Thru 30-Jun | |
| Complaints pending during fiscal year | | | | | | | | | | | | |
| Average number of days in investigation | 220.63 | 244.13 | 222.58 | 231.13 | 220.8 | 231.68 | | | | | | |
| Average number of days in final action | 93.61 | 97.33 | 100.3 | 133.89 | 148.3 | 183.45 | | | | | | |
| Complaint pending during fiscal year where hearing was requested | | | | | | | | | | | | |
| Average number of days in investigation | 223.14 | 251.15 | 226.06 | 226.43 | 221.11 | 236.4 | | | | | | |
| Average number of days in final action | 52.9 | 61.45 | 53.03 | 95.08 | 73.79 | 84.67 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 223.14 | 238.15 | 215.3 | 239.69 | 230.77 | 235.17 | | | | | | |
| Average number of days in final action | 156.23 | 150.62 | 187.37 | 244.79 | 373.95 | 458.64 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2021 Thru 30-Jun | |
| | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | | 2021 Thru 30-Jun | |
| Total Complaints Dismissed by Agency | 6 | 6 | 6 | 3 | 8 | 4 | | | | | | |
| Average days pending prior to dismissal | 303 | 228 | 148 | 176 | 232 | 123 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 9 | 12 | 5 | 8 | 16 | 6 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2021 Thru 30-Jun | |
| | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | 2021 Thru 30-Jun | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 3 | | 1 | | 1 | | 2 | | 5 | | 0 | |
| Without Hearing | 2 | 67 | 1 | 100 | 0 | 0 | 2 | 100 | 1 | 20 | 0 | 0 |

| | | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------------------|----------|
| With Hearing | 1 | 33 | 0 | 0 | 1 | 100 | 0 | 0 | 4 | 80 | 0 | 0 |
| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2021 Thru 30-Jun | |
| | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | # | % |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 3 | | 1 | | 1 | | 2 | | 5 | | 0 | |
| Race | 1 | 33 | 0 | 0 | 0 | 0 | 2 | 100 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 33 | 1 | 100 | 1 | 100 | 1 | 50 | 3 | 60 | 0 | 0 |
| Sex | 1 | 33 | 0 | 0 | 0 | 0 | 1 | 50 | 1 | 20 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 2 | 100 | 1 | 20 | 0 | 0 |
| Disability | 1 | 33 | 1 | 100 | 0 | 0 | 0 | 0 | 3 | 60 | 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 |
| Findings After Hearing | 1 | | 0 | | 1 | | 0 | | 4 | | 0 | |
| Race | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 3 | 75 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 25 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 1 | 25 | 0 | 0 |
| Disability | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 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 |
| Findings Without Hearing | 2 | | 1 | | 0 | | 2 | | 1 | | 0 | |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 100 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 |
| Sex | 1 | 50 | 0 | 0 | 0 | 0 | 1 | 50 | 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 | 0 | 0 | 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 | 2 | 100 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 1 | 100 | 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 |
| | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2021 | |

| Findings of Discrimination Rendered by Issue | Previous Fiscal Year Data | | | | | | | | | | Thru | |
|--|---------------------------|-----|------|-----|------|-----|------|-----|------|----|--------|---|
| | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | 30-Jun | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 3 | | 1 | | 1 | | 2 | | 5 | | 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 | 1 | 20 | 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 | 50 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | 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 | 50 | 1 | 20 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 3 | 100 | 1 | 100 | 1 | 100 | 1 | 50 | 2 | 40 | 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 | 1 | 20 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 |
| Directed | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 |
| Reasonable Accommodation Disability | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 40 | 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 | 1 | 100 | 0 | 0 | 2 | 100 | 1 | 20 | 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 | | | | | | | | | | | | |
| Findings After Hearing | 1 | | 0 | | 1 | | 0 | | 4 | | 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 | 1 | 25 | 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 | 1 | 25 | 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 | 1 | 25 | 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 | 100 | 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 - User Define | | | | | | | | | | | | |
| | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2021 Thru 30-Jun | | | | | | |
| Pending Complaints Filed in Previous Fiscal Years by Status | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | | | |
| Total complaints from previous Fiscal Years | 116 | 122 | 119 | 146 | 142 | 177 | | | | | | |
| Total Complainants | 105 | 109 | 107 | 135 | 131 | 165 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 0 | 1 | 0 | 1 | 0 | 4 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 1 | | | | | | |
| Hearing | 101 | 104 | 100 | 110 | 103 | 120 | | | | | | |
| Final Agency Action | 14 | 16 | 19 | 35 | 37 | 44 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 55 | 67 | 75 | 85 | 108 | 26 | | | | | | |
| | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2021 Thru 30-Jun | | | | | | |
| Complaint Investigations | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 4 | 2 | 1 | 2 | 2 | | | | | | |