

U.S. Citizenship and Immigration Services

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: CIS (and below) 1st Quarter 2024-Period Ending December 31, 2023

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

Duty Hours	2	0	1	0	0	0
Perf. Eval./ Appraisal	25	22	28	23	12	3
Examination/Test	0	0	0	23	1	0
Harassment	Ū	Ũ	0	-	-	
Non-Sexual	58	91	56	68	73	15
Sexual	5	8	3	0	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	4	2	2	1	5	1
Promotion/Non-Selection	27	36	8	32	28	7
Reassignment	21	30	0	52	20	· ·
Denied	1	7	2	3	1	1
Directed	5	1	2	4	1	1
Reasonable Accommodation Disability	30	38	16	24	29	8
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	3
Terms/Conditions of Employment	13	11	6	0	0	0
Time and Attendance	3	1	3	3	1	1
Training	2	5	1	0	1	0
Other Terms/Conditions of Employment	0	0	0	0	0	7
		-	-		-	
User Defined-Other 1	0	0	0	0	0	0
User Defined-Other 1	0	0	0 Compara	÷	0	0
User Defined-Other 1	0		-	ative Data	0	2024
User Defined-Other 1 Processing Time	0 		Compara	ative Data	0	-
		Previo	Compara ous Fiscal Yea	ative Data ar Data		2024 Thru
Processing Time		Previo	Compara ous Fiscal Yea	ative Data ar Data		2024 Thru
Processing Time Complaints pending during fiscal year	2019	Previo 2020	Compara ous Fiscal Yea 2021	ative Data ar Data 2022	2023	2024 Thru 31-Dec
Processing Time Complaints pending during fiscal year Average number of days in investigation	2019	Previo 2020 243.99	Compara ous Fiscal Yea 2021 271.03	ative Data ar Data 2022 264.02	2023 269.85	2024 Thru 31-Dec 247.37
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action	2019	Previo 2020 243.99	Compara ous Fiscal Yea 2021 271.03	ative Data ar Data 2022 264.02	2023 269.85	2024 Thru 31-Dec 247.37
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested	2019 299.88 130.52	Previe 2020 243.99 161.84	Compara ous Fiscal Yea 2021 271.03 206.81	ar Data 2022 264.02 121.73	2023 269.85 39.41	2024 Thru 31-Dec 247.37 39.43
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation	2019 299.88 130.52 286.06	Previe 2020 243.99 161.84 229.11	Compara ous Fiscal Yea 2021 271.03 206.81 251.87	Zocz 264.02 121.73 274.29	2023 269.85 39.41 268.17	2024 Thru 31-Dec 247.37 39.43 207.73
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was not requested Average number of days in investigation	2019 299.88 130.52 286.06	Previe 2020 243.99 161.84 229.11	Compara ous Fiscal Yea 2021 271.03 206.81 251.87	Zo22 264.02 121.73 274.29 79.2 245.57	2023 269.85 39.41 268.17	2024 Thru 31-Dec 247.37 39.43 207.73
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was not requested	2019 299.88 130.52 286.06 73.65	Previe 2020 243.99 161.84 229.11 89.84	Compara ous Fiscal Yea 2021 271.03 206.81 251.87 86.35	2022 264.02 121.73 274.29 79.2	2023 269.85 39.41 268.17 33.05	2024 Thru 31-Dec 247.37 39.43 207.73 34.08
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was not requested Average number of days in investigation	2019 299.88 130.52 286.06 73.65 288.77	Previe 2020 243.99 161.84 229.11 89.84 267.56	Compara ous Fiscal Yea 2021 271.03 206.81 251.87 86.35 293.91 370.45	Zo22 264.02 121.73 274.29 79.2 245.57	2023 269.85 39.41 268.17 33.05 278.23	2024 Thru 31-Dec 247.37 39.43 207.73 34.08 258.36
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was not requested Average number of days in investigation	2019 299.88 130.52 286.06 73.65 288.77	Previa 2020 243.99 161.84 229.11 89.84 267.56 324.81	Compara ous Fiscal Yea 2021 271.03 206.81 251.87 86.35 293.91 370.45	2022 264.02 121.73 274.29 79.2 245.57 180.59 ative Data	2023 269.85 39.41 268.17 33.05 278.23	2024 Thru 31-Dec 247.37 39.43 207.73 34.08 258.36
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was not requested Average number of days in investigation	2019 299.88 130.52 286.06 73.65 288.77	Previa 2020 243.99 161.84 229.11 89.84 267.56 324.81	Compara ous Fiscal Yea 2021 271.03 206.81 251.87 86.35 293.91 370.45 Compara	2022 264.02 121.73 274.29 79.2 245.57 180.59 ative Data	2023 269.85 39.41 268.17 33.05 278.23	2024 Thru 31-Dec 247.37 39.43 207.73 34.08 258.36 48.13 2024
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was not requested Average number of days in investigation Average number of days in investigation Average number of days in final action	2019 299.88 130.52 286.06 73.65 288.77 1515.32	Previe 2020 243.99 161.84 229.11 89.84 267.56 324.81 Previe	Compara ous Fiscal Yea 2021 271.03 206.81 251.87 86.35 293.91 370.45 Compara ous Fiscal Yea	2022 264.02 121.73 274.29 79.2 245.57 180.59 ative Data	2023 269.85 39.41 268.17 33.05 278.23 50.72	2024 Thru 31-Dec 247.37 39.43 207.73 34.08 258.36 48.13 2024 Thru
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was not requested Average number of days in investigation Average number of days in investigation Average number of days in investigation Average number of days in final action Complaints Dismissed by Agency	2019 299.88 130.52 286.06 73.65 288.77 1515.32 2019	Previe 2020 243.99 161.84 229.11 89.84 267.56 324.81 Previe 2020	Compara ous Fiscal Yea 2021 271.03 206.81 251.87 86.35 293.91 370.45 Compara ous Fiscal Yea 2021	2022 264.02 121.73 274.29 79.2 245.57 180.59 ative Data ar Data 2022	2023 269.85 39.41 268.17 33.05 278.23 50.72 2023	2024 Thru 31-Dec 247.37 39.43 207.73 34.08 258.36 48.13 2024 Thru 31-Dec
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was not requested Average number of days in investigation Average number of days in investigation Average number of days in investigation Average number of days in final action Complaints Dismissed by Agency Average days pending prior to dismissal	2019 299.88 130.52 286.06 73.65 288.77 1515.32 2019 3	Previe 2020 243.99 161.84 229.11 89.84 267.56 324.81 Previe 2020 9 403	Compara ous Fiscal Yea 2021 271.03 206.81 251.87 86.35 293.91 370.45 Compara ous Fiscal Yea 4 123	2022 264.02 121.73 274.29 79.2 245.57 180.59 ative Data ar Data 2022 8	2023 269.85 39.41 268.17 33.05 278.23 50.72 2023 9	2024 Thru 31-Dec 247.37 39.43 207.73 34.08 258.36 48.13 2024 Thru 31-Dec 0
Processing Time Complaints pending during fiscal year Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in final action Complaint pending during fiscal year where hearing was not requested Average number of days in investigation Average number of days in investigation Average number of days in investigation Average number of days in final action Complaints Dismissed by Agency Average days pending prior to dismissal	2019 299.88 130.52 286.06 73.65 288.77 1515.32 2019 3 176	Previe 2020 243.99 161.84 229.11 89.84 267.56 324.81 Previe 2020 9 403	Compara ous Fiscal Yea 2021 271.03 206.81 251.87 86.35 293.91 370.45 Compara ous Fiscal Yea 4 123	2022 264.02 121.73 274.29 79.2 245.57 180.59 ative Data ar Data 2022 8	2023 269.85 39.41 268.17 33.05 278.23 50.72 2023 9	2024 Thru 31-Dec 247.37 39.43 207.73 34.08 258.36 48.13 2024 Thru 31-Dec 0

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	2019		2020		2021		2	2022		2023	3	1-Dec
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		5		1		5		2		1	
Without Hearing	2	100	1	20	0	0	1	20	0	0	0	0
With Hearing	0	0	4	80	0	0	3	60	0	0	1	100
				Com	parative Data	a						
Findings of Discrimination Rendered by Basis			I	Previous Fisca	al Year Data							2024 Thru
Note: Complaints can be filed alleging multiple bases.	2	019	20	020	20)21	1	2022		2023	3	1-Dec
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		5		1		5		2		1	
Race	2	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	1	100	0	0	0	0	0	0
Reprisal	1	50	3	60	0	0	2	40	1	50	0	0
Sex	1	50	1	20	0	0	0	0	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	2	100	1	20	0	0	0	0	0	0	0	0
Disability	0	0	3	60	1	100	3	60	2	100	1	100
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	0		4		0		3		1		1	
Race	0	0	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	0	0	3	75	0	0	1	33	1	100	0	0
Sex	0	0	1	25	0	0	0	0	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	1	25	0	0	0	0	0	0	0	0
Disability	0	0	2	50	0	0	2	67	1	100	1	100
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		1		0		0	
Race	2	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	50	0	0	0	0	0	0	0	0	0	0
Sex	1	50	0	0	0	0	0	0	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	2	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	1	100	0	0	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
	-		· · · ·	Com	parative Data				<u> </u>	-	<u> </u>	
					•						17	2024
			P	Previous Fisca	al Year Data						7	Thru
	20	019	20)20	20	21	2	2022	1	2023	31	1-Dec
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		5		1		5		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	20	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	1	50	0	0	0	0	0	0	0	0	0	0
Removal	0	0	1	20	0	0	0	0	0	0	0	0
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	1	50	1	20	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	1	50	2	40	0	0	1	20	1	50	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	1	20	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	1	20	0	0	0	0	0	0	0	0
Directed	0	0	1	20	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	40	0	0	3	60	2	100	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	100	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	1	50	0	0
Terms/Conditions of Employment	2	100	1	20	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-Per Se Reprisal	0	0	0	0	0	0	2	40	0	0	0	0
User Defined-Other-Medical Information	0	0	0	0	1	100	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
			5	-		•	I	-	<u> </u>		<u> </u>	-
Findings After Hearing	0		4		0		3		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	25	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	0	0	0	0	0	0	0	0
Removal	0	0	1	25	0	0	0	0	0	0	0	0
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	1	25	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	2	50	0	0	1	33	1	100	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	1	25	0	0	0	0	0	0	0	0
Reassignment		•										
Denied	0	0	1	25	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			25	0							100
	0	0	1	23	0	0	2	67	1	100	1	100
Reinstatement	0	0	1 0	0	0	0	2	67 0	1	100 0	1 0	0
-		-			-	-			_			
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement Religious Accommodation	0	0	0 0	0	0	0	0	0	0	0	0	0
Reinstatement Religious Accommodation Retirement	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
Reinstatement Religious Accommodation Retirement Sex-Stereotyping	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0
Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination	0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 1	0 0 0 0 0 100	0 0 0 0 0	0 0 0 0 0 0
Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance Training	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 1	0 0 0 0 0 0 25	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 1	0 0 0 0 100 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0
Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance Training Other Terms/Conditions of Employment	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 1 0	0 0 0 0 0 25 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 1 0 0	0 0 0 0 100 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0
Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance Training Other Terms/Conditions of Employment User Defined- Other -Per Se Reprisal	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 1 0 0 0 0 0 0	0 0 0 0 0 25 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 1	0 0 0 0 0 0 0 0 0 0 0 33	0 0 0 0 1 0 0 0 0 0 0	0 0 0 0 100 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0
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Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance Training Other Terms/Conditions of Employment User Defined- Other -Per Se Reprisal User Defined- Other -2 User Defined- Other 3	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 1 0 0 0 0 0 0 0 0 0	0 0 0 0 25 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 33 0 0	0 0 0 0 1 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance Training Other Terms/Conditions of Employment User Defined- Other -Per Se Reprisal User Defined- Other -2 User Defined- Other 3 User Defined- Other 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 25 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 33 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance Training Other Terms/Conditions of Employment User Defined- Other -Per Se Reprisal User Defined- Other -2 User Defined- Other 3 User Defined- Other 4 Findings Without Hearing	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 25 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 1	0 0 0 0 0 0 0 0 0 0 0 33 0 0 0 0	0 0	0 0 0 0 100 0 0 0 0 0 0 0 0 0 0 0	0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance Training Other Terms/Conditions of Employment User Defined- Other -Per Se Reprisal User Defined- Other -Per Se Reprisal User Defined- Other -2 User Defined- Other 3 User Defined- Other 4 Findings Without Hearing Appointment/Hire	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 25 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0	0 0 0 0 0 0 0 0 0 0 0 33 0 0 0 0	0 0	0 0 0 0 100 0 0 0 0 0 0 0 0 0 0 0 0	0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance Training Other Terms/Conditions of Employment User Defined- Other -Per Se Reprisal User Defined- Other -Per Se Reprisal User Defined- Other -2 User Defined- Other 3 User Defined- Other 4 Findings Without Hearing Appointment/Hire Assignment of Duties	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 25 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 1 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 1 0 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance Training Other Terms/Conditions of Employment User Defined- Other -Per Se Reprisal User Defined- Other -2 User Defined- Other 3 User Defined- Other 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 25 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0	0 0 0 0 0 0 0 0 0 0 0 33 0 0 0 0	0 0	0 0 0 0 100 0 0 0 0 0 0 0 0 0 0 0 0	0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1	0 0 0 0 0 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	0	0	0	0
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	-	-	-	-	-	1 -	-	-	1 - 1	-	1 - 1	-
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								-			1 1	-
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
			Compara	tive Data								
		Provid	ous Fiscal Yea	r Data		2024						
		FIEVI		. 5010		Thru						
Pending Complaints Filed in Previous Fiscal Years by Status	2019	2020	2021	2022	2023	31-Dec						
Total complaints from previous Fiscal Years	149	147	133	61	42	101						
Total Complainants	137	135	127	59	39	96						
Number complaints pending												
Investigation	1	0	0	0	2	36						
ROI issued, pending Complainant's action	0	0	1	0	0	6						
Hearing	113	106	93	49	30	49						
Final Agency Action	35	38	34	10	8	4						
Appeal with EEOC Office of Federal Operations	85	110	25	31	35	40	1					

	Comparative Data									
	Previous Fiscal Year Data									
Complaint Investigations	2019	2020	2021	2022	2023	31-Dec				
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	0	0	0	0				
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				