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--- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Spacer Image | Equal Employment Opportunity Data PostedPursuant to the No Fear Act: Civilian (and below)For 4th Quarter 2023 for period ending September 30, 2023

| **Complaint Activity** | **Comparative Data** |
| --- | --- |
| **Previous Fiscal Year Data** | **2023Thru09-30** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| Number of Complaints Filed | 58 | 49 | 41 | 29 | 53 | 45 |
| Number of Complainants | 53 | 47 | 40 | 26 | 50 | 41 |
| Repeat Filers | 5 | 2 | 1 | 3 | 3 | 3 |

| **Complaints by Basis** | **Comparative Data** |
| --- | --- |
| **Previous Fiscal Year Data** | **2023Thru09-30** |
| **Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.** | **2018** | **2019** | **2020** | **2021** | **2022** |
| Race | 23 | 20 | 12 | 10 | 20 | 13 |
| Color | 8 | 3 | 7 | 3 | 12 | 5 |
| Religion | 1 | 3 | 2 | 0 | 3 | 1 |
| Reprisal | 32 | 27 | 24 | 18 | 25 | 28 |
| Sex | 23 | 13 | 17 | 4 | 20 | 14 |
| PDA | 1 | 0 | 0 | 0 | 1 | 0 |
| National Origin | 3 | 5 | 8 | 3 | 6 | 2 |
| Equal Pay Act | 2 | 0 | 0 | 0 | 1 | 2 |
| Age | 18 | 9 | 11 | 11 | 19 | 17 |
| Disability | 24 | 20 | 13 | 16 | 17 | 15 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 1 | 3 | 4 | 4 | 5 | 4 |

| **Complaints by Issue** | **Comparative Data** |
| --- | --- |
| **Previous Fiscal Year Data** | **2023Thru09-30** |
| **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.** | **2018** | **2019** | **2020** | **2021** | **2022** |
| Appointment/Hire | 2 | 3 | 5 | 2 | 6 | 7 |
| Assignment of Duties\* | 8 | 4 | 3 | 0 | 0 | 0 |
| Awards | 1 | 0 | 0 | 0 | 0 | 1 |
| Conversion to Full Time/Perm Status\* | 0 | 0 | 0 | 0 | 0 | 0 |
| **Disciplinary Action** |
|  Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
|  Reprimand\*\* | 5 | 2 | 3 | 2 | 0 | 0 |
|  Suspension | 4 | 2 | 3 | 1 | 3 | 2 |
|  Removal | 0 | 2 | 1 | 1 | 3 | 0 |
|  Disciplinary Warning\*\* | 0 | 0 | 0 | 0 | 0 | 0 |
|  Other Disciplinary Actions\*\* | 0 | 0 | 0 | 0 | 10 | 3 |
|  Other 2\*\* | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours\* | 0 | 0 | 1 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 8 | 5 | 6 | 1 | 9 | 5 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| **Harassment** |
|  Non-Sexual | 25 | 22 | 23 | 16 | 23 | 24 |
|  Sexual | 3 | 0 | 0 | 1 | 2 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 1 |
| Pay including overtime | 2 | 0 | 2 | 1 | 1 | 2 |
| Promotion/Non-Selection | 9 | 12 | 7 | 1 | 3 | 3 |
| **Reassignment** |
|  Denied | 0 | 1 | 1 | 0 | 0 | 0 |
|  Directed | 2 | 2 | 2 | 0 | 1 | 3 |
| Reasonable Accommodation Disability | 10 | 8 | 5 | 7 | 9 | 5 |
| Reinstatement\* | 1 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement\* | 0 | 1 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 1 | 2 | 1 | 0 | 2 | 1 |
| Termination | 6 | 5 | 2 | 2 | 5 | 3 |
| Terms/Conditions of Employment\* | 13 | 7 | 10 | 8 | 0 | 0 |
| Time and Attendance | 11 | 4 | 2 | 3 | 5 | 3 |
| Training | 1 | 2 | 1 | 0 | 0 | 1 |
| Other Terms/Conditions of Employment\* | 0 | 0 | 0 | 0 | 15 | 12 |
|  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 |

| **Processing Time** | **Comparative Data** |
| --- | --- |
| **Previous Fiscal Year Data** | **2023Thru09-30** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| Complaints pending during fiscal year |
| Average number of days in investigation | 141.62 | 139.38 | 127.95 | 114.43 | 108.72 | 122.34 |
| Average number of days in final action | 155.40 | 116.04 | 183.35 | 162.09 | 97.60 | 35.59 |
| Complaint pending during fiscal year where hearing was requested |
| Average number of days in investigation | 151.56 | 135.46 | 126.79 | 122.11 | 106.58 | 124.00 |
| Average number of days in final action | 34.67 | 63.06 | 70.40 | 43.25 | 90.42 | 24.74 |
| Complaint pending during fiscal year where hearing was not requested |
| Average number of days in investigation | 114.00 | 136.00 | 132.24 | 100.82 | 115.58 | 122.64 |
| Average number of days in final action | 254.18 | 216.11 | 289.25 | 313.18 | 104.23 | 56.20 |

| **Complaints Dismissed by Agency** | **Comparative Data** |
| --- | --- |
| **Previous Fiscal Year Data** | **2023Thru09-30** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| Total Complaints Dismissed by Agency | 4 | 2 | 6 | 6 | 4 | 9 |
| Average days pending prior to dismissal | 138 | 140 | 168 | 96 | 64 | 76 |
| **Complaints Withdrawn by Complainants** |
| Total Complaints Withdrawn by Complainants | 3 | 5 | 6 | 0 | 3 | 1 |

| **Total Final Agency Actions Finding Discrimination** | **Comparative Data** |
| --- | --- |
| **Previous Fiscal Year Data** | **2023Thru09-30** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Total Number Findings | 1 |   | 0 |   | 1 |   | 2 |   | 0 |   | 0 |   |
| Without Hearing | 1 | 100 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 1 | 100 | 1 | 50 | 0 | 0 | 0 | 0 |

| **Findings of Discrimination Rendered by Basis** | **Comparative Data** |
| --- | --- |
| **Previous Fiscal Year Data** | **2023Thru09-30** |
| **Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.** | **2018** | **2019** | **2020** | **2021** | **2022** |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| **Total Number Findings** | 0 |   | 0 |   | 1 |   | 2 |   | 1 |   | 0 |   |
| 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 | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 |
| Sex | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 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 |
|   |
| **Findings After Hearing** | 0 |   | 0 |   | 1 |   | 1 |   | 0 |   | 0 |   |
| 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 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 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 |
|   |
| **Findings Without Hearing** | 0 |   | 0 |   | 0 |   | 1 |   | 1 |   | 0 |   |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Sex | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 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 |

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

| **Findings of Discrimination Rendered by Issue** | **Comparative Data** |
| --- | --- |
| **Previous Fiscal Year Data** | **2023Thru09-30** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| **Total Number Findings** | 0 |   | 0 |   | 1 |   | 2 |   | 1 |   | 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 | 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 | 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 |
| 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 | 1 | 100 | 0 | 0 | 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 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 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 |
|   |
| **Findings After Hearing** | 0 |   | 0 |   | 1 |   | 1 |   | 0 |   | 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 | 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 | 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 |
| 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 | 1 | 100 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 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 |
|   |
| **Findings Without Hearing** | 0 |   | 0 |   | 0 |   | 1 |   | 1 |   | 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 | 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 | 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 |
| 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 | 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 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 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** |
| --- | --- |
| **Previous Fiscal Year Data** | **2023Thru09-30** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| Total complaints from previous Fiscal Years | 61 | 61 | 55 | 29 | 10 | 11 |
| Total Complainants | 55 | 52 | 48 | 25 | 10 | 11 |
| **Number complaints pending** |
| Investigation | 0 | 0 | 0 | 0 | 0 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 56 | 43 | 33 | 18 | 9 | 8 |
| Final Agency Action | 3 | 17 | 20 | 11 | 1 | 4 |
| Appeal with EEOC Office of Federal Operations | 13 | 18 | 21 | 28 | 39 | 22 |

| **Complaint Investigations** | **Comparative Data** |
| --- | --- |
| **Previous Fiscal Year Data** | **2023Thru09-30** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| Pending Complaints Where Investigations Exceed Required Time Frames | 1 | 1 | 0 | 0 | 0 | 0 |

 |   |

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

# Elijah E. Cummings Federal Employee Anti-Discrimination Act of 2020 Addendum Civilian (and below)

**For 4th Quarter 2023 for period ending December 31, 2023**

|  |
| --- |
| ***Findings Details*** |
| ***Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.*** | **Date of Finding(s)** | **Agency** | **Law Violated** | **Disciplinary Action Decision** |
| **Title VII** | **PDA** | **Age** | **Rehab Act** | **EPA** | **GINA** |
|  | **2023****Thru****Dec 31** | 0 | USCG | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|   | **2022** | 0 | USCG | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **2021** | 0 | USCG | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **2020** | 0 | USCG | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **2019** | 0 | USCG | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **2018** | 0 | USCG | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |
| --- | --- |
| ***Class Complaints*** | **Comparative Data** |
| **Previous Fiscal Year Data** |  |
| **2018** | **2019** | **2020** | **2021** | **2022** | **2023****Thru 12-31** |
|  |
| Number of Class Complaints Filed | 0 | 0 | 0 | 0 | 0 | 0 |

|  |
| --- |
| ***Class Complaint Details*** |
|  | **2023****Thru****Dec 31** | **Date Filed** | **#****Plaintiffs** | **Case Summary** | **Case Status** | **Class Certified** |
| 0 | 0 | 0 | 0 | 0 |
|  | **2022** | 0 | 0 | 0 | 0 | 0 |
| **2021** | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|   |   | **2020** | 0 | 0 | 0 | 0 | 0 |
| **2019** | 0 | 0 | 0 | 0 | 0 |
| **2018** | 0 | 0 | 0 | 0 | 0 |

# Elijah E. Cummings Federal Employee Anti-Discrimination Act of 2020 Addendum

**Civilian (and below)**

**For 4th Quarter 2023 for period ending December 31, 2023**

|  |  |
| --- | --- |
| ***Class Complaints Finding Discrimination*** | **Comparative Data** |
| **Previous Fiscal Year Data** |  |
| **2018** | **2019** | **2020** | **2021** | **2022** | **2023****Thru****Dec 31** |
|  |
| Total Number of Class Complaint Findings | 0 | 0 | 0 | 0 | 0 | 0 |

|  |
| --- |
| ***Class Complaint Findings Details*** |
| ***Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total******complaints and findings.*** | **Date of Finding(s)** | **Agency** | **Case Number(s)** |
| **2023****Thru****Dec 31** | 0 | USCG | 0 |
|   | **2022** | 0 | USCG | 0 |
| **2021** | 0 | USCG | 0 |
| **2020** | 0 | USCG | 0 |
| **2019** | 0 | USCG | 0 |
| **2018** | 0 | USCG | 0 |