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|  Content Body Navigation LinksConnect Portal |
|  MicroPact icomplaints System Session will expire in 29 minutes Mon Oct 24 15:41:00 EDT 2022 |
|  Report Filter/Options | Exit NoFear Module **Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:****Military (and below)****For 4th Quarter 2022 for period ending September 30, 2022** |
| **Complaint Activity** | **Comparative Data** |  |
| **Previous Fiscal Year Data** | **2022 Thru****09-30** |
|  |  |  |  |  |
|  | **2017** | **2018** | **2019** | **2020** | **2021** |  |
| **Number of Complaints Filed** | **16** | **21** | **20** | **26** | **26** | **160** |
| **Number of Complainants** | **14** | **21** | **20** | **29** | **23** | **141** |
| **Repeat Filers** | **1** | **0** | **0** | **0** | **3** | **17** |
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|  |
| **Complaints by Basis** | **Comparative Data** |
| **Previous Fiscal Year Data** |  |
|  |  |  |  |  |  |
| **Note: Complaints can be filed alleging multiple bases.****The sum of the bases may not equal total complaints filed.** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022****Thru** **09-30** |
| **Race** |  **6** | **9** | **11** | **12** | **5** | **5** |
| **Color** | **2** | **4** | **5** | **3** | **2** | **3** |
| **Religion** | **1** | **1** | **2** | **2** | **1** | **146** |
| **Reprisal** | **11** | **10** | **11** | **10** | **19** | **15** |
| **Sex** | **6** | **11** | **8** | **10** | **10** | **9** |
| **PDA** | **0** | **1** | **0** | **0** | **0** | **1** |
| **National Origin** | **4** | **3** | **5** | **11** | **3** | **3** |
| **Equal Pay Act** | **0** | **0** | **0** | **0** | **0** | **0** |
| **Age** | **1** | **1** | **0** | **0** | **0** | **1** |
| **Disability** | **0** | **0** | **4** | **6** | **3** | **5** |
| **Genetics** | **0** | **0** | **0** | **0** | **2** | **4** |
| **Non-EEO** | **1** | **2** | **5** | **3** | **2** | **5** |
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|  |
| **Complaints by Issue** | **Comparative Data** |  |
| **Previous Fiscal Year Data** |  |
|  |  |  |  |  |  |
| **Note: Complaints can be filed alleging multiple bases.****The sum of the bases may not equal total complaints filed.** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** **Thru** **09-30** |
| **Appointment/Hire** | **0** | **0** | **0** | **0** | **0** | **0** |
| **Assignment of Duties** | **2** | **4** | **0** | **4** | **3** | **0** |
| **Awards** | **0** | **1** | **3** | **2** | **3** | **2** |
| **Conversion to Full Time/Perm Status** | **0** | **0** | **0** | **0** | **0** | **0** |
| **Disciplinary Action** |  |  |
|  **Demotion** | **1** | **1** | **1** | **2** | **0** | **2** |
|  **Reprimand** | **3** | **8** | **6** | **2** | **7** | **0** |
|  **Suspension** | **0** | **0** | **0** | **0** | **0** | **0** |
|  **Removal** | **0** | **0** | **0** | **5** | **2** | **2** |
| **Disciplinary Warning** | **1** | **0** | **0** | **0** | **0** | **0** |
|  **Other Disciplinary Actions** | **0** | **0** | **0** | **0** | **0** | **8** |
| **Other 2** | **0** | **0** | **0** | **0** | **0** | **0** |
| **Duty Hours** | **0** | **1** | **0** | **1** | **0** | **0** |
| **Perf. Eval./ Appraisal** | **10** | **11** | **9** | **8** | **12** | **5** |
| **Examination/Test** | **1** | **0** | **0** | **1** | **0** | **0** |
| **Harassment** |  |  |
|  **Non-Sexual** | **8** | **11** | **10** | **13** | **10** | **12** |
|  **Sexual** | **0** | **2** | **1** | **1** | **0** | **1** |
| **Medical Examination** | **1** | **0** | **1** | **1** | **0** | **0** |
| **Pay including overtime** | **0** | **1** | **1** | **0** | **0** | **1** |
| **Promotion/Non-Selection** | **0** | **2** | **1** | **2** | **4** | **4** |
| **Reassignment** |  |  |
|  **Denied** | **2** | **0** | **0** | **2** | **1** | **0** |
|  **Directed** | **0** | **2** | **2** | **0** | **2** | **0** |
| **Reasonable Accommodation Disability** | **0** | **0** | **0** | **0** | **0** | **0** |
| **Reinstatement** | **1** | **0** | **0** | **0** | **0** | **0** |
| **Religious Accommodation** | **0** | **0** | **0** | **1** | **0** | **1** |
|  |  |  |  |  |  |  |

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| **Retirement** | **0** | **0** | **0** | **1** | **0** | **0** |
| **Sex-Stereotyping** | **0** | **0** | **0** | **0** | **0** | **0** |
| **Telework** | **0** | **0** | **0** | **1** | **0** | **0** |
| **Termination** | **2** | **0** | **0** | **1** | **0** | **0** |
| **Terms/Conditions of Employment** | **6** | **7** | **6** | **8** | **10** | **0** |
| **Time and Attendance** | **1** | **0** | **1** | **1** | **0** | **2** |
| **Training** | **0** | **3** | **1** | **0** | **1** | **0** |
| **Other Terms/Conditions of Employment** |  **0** |  **0** |  **0** |  **0** |  **0** |  **146** |
| **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** |
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| **Processing Time** | **Comparative Data** |  |
| **Previous Fiscal Year Data** | **2022****Thru** |
|  |  |  |  |  |
|  | **2017** | **2018** | **2019** | **2020** | **2021** | **09-30** |
| **Complaints pending during fiscal year** |  |
| **Average number of days in investigation** | **225.71** | **150.00** | **142.38** | **136.05** | **113.86** | **110.59** |
| **Average number of days in final action** | **65.25** | **34.43** | **56.58** | **69.00** | **308.00** | **128.83** |
| **Complaint pending during fiscal year where hearing was requested** |  |
| **Average number of days in investigation** |  **0** |  **0** |  **0** |  **0** |  **0** |  **0** |
| **Average number of days in final action** |  **0** |  **0** |  **0** |  **0** |  **0** |  **0**  |
| **Complaint pending during fiscal year where hearing was not requested** |  |
| **Average number of days in investigation** | **225.71** | **150.00** | **142.38** | **136.05** | **113.66** | **110.59** |
| **Average number of days in final action** | **66.25** | **34.43** | **56.58** | **69.00** | **308.00** | **128.83** |
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|  |
| **Complaints Dismissed by Agency** | **Comparative Data** |  |
| **Previous Fiscal Year Data** | **2022 Thru** |
|  |  |  |  |  |
|  | **2017** | **2018** | **2019** | **2020** | **2021** | **09-30** |
| **Total Complaints Dismissed by Agency** | **2** | **2** | **4** | **4** | **25** | **135** |
| **Average days pending prior to dismissal** | **195** | **59** | **110** | **39** | **163** | **38** |
| **Complaints Withdrawn by Complainants** |  |
| **Total Complaints Withdrawn by Complainants** | **2** | **0** | **0** | **1** | **0** | **0** |
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|  |
| **Total Final Agency Actions Finding Discrimination** | **Comparative Data** |  |
| **Previous Fiscal Year Data** | **2022 Thru 09-30** |
| **2017** | **2018** | **2019** | **2020** | **2021** |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| **Total Number Findings** | **0** |  | **1** |  | **0** |  | **0** |  | **0** |  | **0** |  |
| **Without Hearing** | **0** | **0** | **1** | **100** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** |
| **With Hearing** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** |
|  |

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| **Findings of Discrimination Rendered by** **Basis** | **Comparative Data** |
| **Previous Fiscal Year Data** | **2022 Thru** |
|  |  |  |  |  |  |
| **Note: Complaints can be filed alleging multiple bases.****The sum of the bases may not equal total complaints and findings.** | **2017** | **2018** | **2019** | **2020** | **2021** | **09-30** |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| **Total Number Findings** | **0** |  | **0** |  | **0** |  | **0** |  | **0** |  | **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** | **0** | **0** | **0** | **0** | **0** | **0** | **0** |  **0** | **1** | **100** |
| **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** | **0** | **0** | **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** |  | **0** |  | **0** |  | **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** | **0** | **0** | **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** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
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| **Disability** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **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** |  | **0** |  | **0** |  | **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** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **1** | **100** |
| **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** | **0** | **0** | **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** |
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| **Pending Complaints Filed in Previous Fiscal** **Years by Status** | **Comparative Data** |  |
| **Previous Fiscal Year Data** | **2022 Thru****09-30** |
|  |  |  |  |  |
|  | **2017** | **2018** | **2019** | **2020** | **2021** |
| **Total complaints from previous Fiscal Years** | **1** | **0** | **0** | **0** | **1** | **0** |
| **Total Complainants** | **1** | **0** | **0** | **0** | **1** | **0** |
| **Number complaints pending** |  |
| **Investigation** | **0** | **0** | **0** | **0** | **0** | **0** |
| **ROI issued, pending Complainant's action** | **1** | **0** | **0** | **0** | **0** | **0** |
| **Hearing** |  **0** |  **0** |  **0** | **0** |  **0** | **0** |
| **Final Agency Action** | **0** | **0** | **0** | **0** |  **1** | **0** |
| **Appeal with EEOC Office of Federal Operations** |  **0** | **1** | **3** | **3** |  **3** | **3** |

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|  |
| **Complaint Investigations** | **Comparative Data** |  |
| **Previous Fiscal Year Data** | **2022****Thru****09-30** |
|  |  |  |  |  |
|  | **2017** | **2018** | **2019** | **2020** | **2021** |
| **Pending Complaints Where Investigations Exceed Required Time Frames** | **0** | **0** | **0** | **0** | **0** | **0** |

Report Filter/Options | Exit NoFear Module

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Please submit feedback and questions to System Administrator ( Phone Number : 7037096110 ) Powered by icomplaints™

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

**Elijah E. Cummings Federal Employee Anti-discrimination Act of 2020 Addendum**

**Military (and below)**

**For 4th Quarter 2022 for period ending September 30, 2022**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ***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**  |
| **Comparative** **Data** | **2022** **Thru** **September 30**  | 12/15/2021 | USCG  | 1  | 0  | 0  | 0  | 0  | 0  | No disciplinary action proposed |
| **Previous Fiscal** **Year Data** | **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  |
| **2017** | 0  | USCG  | 0  | 0  | 0  | 0  | 0  | 0  | 0  |

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| ***Class Complaints***  |  | **Comparative Data**  |  |
|  | **Previous Fiscal Year Data**  |   |
| **2017** | **2018** | **2019** | **2020** | **2021** | **2022** **Thru** **09-30** |
|  |   |   |
| Number of Class Complaints Filed  | 0  | 0  | 0  | 0  | 0  | 0  |

|  |  |  |  |
| --- | --- | --- | --- |
| ***Class Complaint Details***  |  |  |  |
| **Comparative Data** | **2022** **Thru** **September 30**  | **Date Filed**  | **#** **Plaintiffs**  | **Case Summary**  | **Case Status**  | **Class Certified**  |
| 0  | 0  | 0  | 0  | 0  |
| **Previous Fiscal** **Year Data** | **2021**  | 0  | 0  | 0  | 0  | 0  |
| **2020** | 0  | 0  | 0  | 0  | 0  |
| **2019**  | 0  | 0  | 0  | 0  | 0  |
| **2018**  | 0  | 0  | 0  | 0  | 0  |
| **2017** | 0  | 0  | 0  | 0  | 0  |

**Elijah E. Cummings Federal Employee Anti-discrimination Act of**

**2020 Addendum**

**Military (and below)**

**For 4th Quarter 2022 for period ending September 30, 2022**

|  |  |  |  |
| --- | --- | --- | --- |
| ***Class Complaints Finding Discrimination***  |  | **Comparative Data**  |  |
|  | **Previous Fiscal Year Data**  |   |
| **2017**  | **2018** | **2019** | **2020** | **2021** | **2022** **Thru**  **Sept 30**  |
|   |   |   |
| 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)**  |
| **2022****Thru** **September 30** | 0  | USCG  | 0  |
| **Previous Fiscal** **Year Data** | **2021**  | 0  | USCG  | 0  |
| **2020**  | 0  | USCG  | 0  |
| **2019** | 0  | USCG  | 0  |
| **2018**  | 0  | USCG  | 0  |
| **2017**  | 0  | USCG  | 0  |