Content Body Navigation Links

[**Connect Portal**](http://connect.micropact.com/)

MicroPact icomplaints System Session will expire in 30 minutes Wed Apr 05 13:44:43 EDT 2023

[Report Filter/Options](https://crcl-apps-prod.dhs.gov/icomplaints/nfr.go?action=nofear_report_start_from_link) | [Exit NoFear Module](https://crcl-apps-prod.dhs.gov/icomplaints/nfr.go?action=nofear_exit)

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

**Military (and below)**

For 2nd Quarter 2023 for period ending March 31, 2023

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Complaint Activity** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2023**  **Thru 03-31** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| Number of Complaints Filed | 21 | 20 | 29 | 26 | 160 | 22 |
| Number of Complainants | 21 | 20 | 29 | 23 | 141 | 22 |
| Repeat Filers | 0 | 0 | 0 | 3 | 17 | 0 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Complaints by Basis** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2023**  **Thru 03-**  **31** |
| **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 | 9 | 11 | 12 | 5 | 5 | 1 |
| Color | 4 | 5 | 3 | 2 | 3 | 0 |
| Religion | 1 | 2 | 2 | 1 | 146 | 15 |
| Reprisal | 10 | 11 | 10 | 19 | 15 | 4 |
| Sex | 11 | 8 | 10 | 10 | 10 | 2 |
| PDA | 1 | 0 | 0 | 0 | 2 | 0 |
| National Origin | 3 | 5 | 11 | 3 | 3 | 4 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 0 | 0 | 0 | 1 | 0 |
| Disability | 0 | 4 | 6 | 3 | 6 | 3 |
| Genetics | 0 | 0 | 0 | 2 | 4 | 0 |
| Non-EEO | 2 | 5 | 3 | 2 | 5 | 0 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Complaints by Issue** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2023**  **Thru 03-**  **31** |
| **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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties\* | 4 | 0 | 4 | 3 | 0 | 0 |
| Awards | 1 | 3 | 2 | 3 | 2 | 0 |
| Conversion to Full Time/Perm Status\* | 0 | 0 | 0 | 0 | 0 | 0 |
| **Disciplinary Action** | | | | | | |
| Demotion | 1 | 1 | 2 | 0 | 2 | 0 |
| Reprimand\*\* | 8 | 6 | 2 | 7 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 5 | 2 | 2 | 3 |
| Disciplinary Warning\*\* | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Disciplinary Actions\*\* | 0 | 0 | 0 | 0 | 8 | 4 |
| Other 2\*\* | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours\* | 1 | 0 | 1 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 11 | 9 | 8 | 12 | 5 | 1 |
| Examination/Test | 0 | 0 | 1 | 0 | 0 | 0 |
| **Harassment** | | | | | | |
| Non-Sexual | 11 | 10 | 13 | 10 | 12 | 3 |
| Sexual | 2 | 1 | 1 | 0 | 1 | 0 |
| Medical Examination | 0 | 1 | 1 | 0 | 0 | 0 |
| Pay including overtime | 1 | 1 | 0 | 0 | 1 | 0 |
| Promotion/Non-Selection | 2 | 1 | 2 | 4 | 4 | 3 |
| **Reassignment** | | | | | | |
| Denied | 0 | 0 | 2 | 1 | 0 | 0 |
| Directed | 2 | 2 | 0 | 2 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 0 | 0 |
|  | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Complaints by Issue** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2023**  **Thru 03-**  **31** |
| **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** |
| Reinstatement\* | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 1 | 0 | 1 | 0 |
| Retirement\* | 0 | 0 | 1 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 1 | 0 | 0 | 0 |
| Termination | 0 | 0 | 1 | 0 | 0 | 0 |
| Terms/Conditions of Employment\* | 7 | 6 | 8 | 10 | 0 | 0 |
| Time and Attendance | 0 | 1 | 1 | 0 | 2 | 0 |
| Training | 3 | 1 | 0 | 1 | 3 | 0 |
| Other Terms/Conditions of Employment\* | 0 | 0 | 0 | 0 | 146 | 15 |
| 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** | | | | | **2023**  **Thru 03-31** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 150.00 | 142.38 | 136.05 | 113.86 | 110.59 | 136.64 |
| Average number of days in final action | 34.43 | 56.58 | 69.00 | 308.00 | 128.83 | 0 |
| 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 | 150.00 | 142.38 | 136.05 | 113.86 | 110.59 | 136.64 |
| Average number of days in final action | 34.43 | 56.58 | 69.00 | 308.00 | 128.83 | 0 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Complaints Dismissed by Agency** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2023**  **Thru 03-31** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| Total Complaints Dismissed by Agency | 2 | 4 | 4 | 25 | 126 | 0 |
| Average days pending prior to dismissal | 59 | 110 | 39 | 163 | 39 | 0 |
| **Complaints Withdrawn by Complainants** | | | | | | |
| Total Complaints Withdrawn by Complainants | 0 | 0 | 1 | 0 | 0 | 0 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Total Final Agency Actions Finding Discrimination** | **Comparative Data** | | | | | | | | | | | |
| **Previous Fiscal Year Data** | | | | | | | | | | **2023**  **Thru 03-31** | |
| **2018** | | **2019** | | **2020** | | **2021** | | **2022** | |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Total Number Findings | 1 |  | 0 |  | 0 |  | 0 |  | 0 |  | 0 |  |
| Without Hearing | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Findings of Discrimination Rendered by Basis** | **Comparative Data** | | | | | | | | | | | |
| **Previous Fiscal Year Data** | | | | | | | | | | **2023**  **Thru 03-**  **31** | |
| **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 |  | 0 |  | 0 |  | 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 | 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 |
| 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 |
|  | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Findings of Discrimination Rendered by Basis** | **Comparative Data** | | | | | | | | | | | |
| **Previous Fiscal Year Data** | | | | | | | | | | **2023**  **Thru 03-**  **31** | |
| **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** | |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | | | | | | | | | | | | |
| **Findings Without Hearing** | 0 |  | 0 |  | 0 |  | 0 |  | 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 | 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 |

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** | | | | | | | | | | **2023**  **Thru 03-31** | |
| **2018** | | **2019** | | **2020** | | **2021** | | **2022** | |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| **Total Number Findings** | 0 |  | 0 |  | 0 |  | 0 |  | 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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Findings of Discrimination Rendered by Issue** | **Comparative Data** | | | | | | | | | | | |
| **Previous Fiscal Year Data** | | | | | | | | | | **2023**  **Thru 03-31** | |
| **2018** | | **2019** | | **2020** | | **2021** | | **2022** | |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| 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 |  | 0 |  | 0 |  | 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 |
|  | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Findings of Discrimination Rendered by Issue** | **Comparative Data** | | | | | | | | | | | |
| **Previous Fiscal Year Data** | | | | | | | | | | **2023**  **Thru 03-31** | |
| **2018** | | **2019** | | **2020** | | **2021** | | **2022** | |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 |  | 0 |  | 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 |
|  | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Findings of Discrimination Rendered by Issue** | **Comparative Data** | | | | | | | | | | | |
| **Previous Fiscal Year Data** | | | | | | | | | | **2023**  **Thru 03-31** | |
| **2018** | | **2019** | | **2020** | | **2021** | | **2022** | |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| 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 | 0 | 0 | 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 |
|  | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Findings of Discrimination Rendered by Issue** | **Comparative Data** | | | | | | | | | | | |
| **Previous Fiscal Year Data** | | | | | | | | | | **2023**  **Thru 03-31** | |
| **2018** | | **2019** | | **2020** | | **2021** | | **2022** | |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| 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** | | | | | **2023**  **Thru 03-**  **31** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| Total complaints from previous Fiscal Years | 0 | 0 | 0 | 1 | 0 | 15 |
| Total Complainants | 0 | 0 | 0 | 1 | 0 | 13 |
| **Number complaints pending** | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 0 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 1 |
| Hearing | 0 | 0 | 0 | 0 | 0 | 0 |
| Final Agency Action | 0 | 0 | 0 | 1 | 0 | 15 |
| Appeal with EEOC Office of Federal Operations | 1 | 3 | 3 | 3 | 3 | 3 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Complaint Investigations** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2023**  **Thru 03-**  **31** |
| **2018** | **2019** | **2020** | **2021** | **2022** |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 0 | 0 | 0 |

[Report Filter/Options](https://crcl-apps-prod.dhs.gov/icomplaints/nfr.go?action=nofear_report_start_from_link) | [Exit NoFear Module](https://crcl-apps-prod.dhs.gov/icomplaints/nfr.go?action=nofear_exit)

Copyright © 2010 MicroPact, Inc. All rights reserved. Content Body Navigation Links

Please submit feedback and questions to [System Administrator](mailto:denise.moore@dhs.gov) ( 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 2nd Quarter 2023 for period ending March 31, 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** |
|  | **2023**  **Thru**  **Mar 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**  **03-31** |
|  | | | | | |
| Number of Class Complaints Filed | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ***Class Complaint Details*** | | | | | | | |
|  | **2023**  **Thru**  **Mar 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

**Military (and below)**

**For 2nd Quarter 2023 for period ending Mar 31, 2022**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ***Class Complaints Finding Discrimination*** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | |  |
| **2018** | **2019** | **2020** | **2021** | **2022** | **2023**  **Thru**  **Mar 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**  **Mar 31** | | 0 | USCG | 0 |
|  | **2022** | 0 | USCG | 0 |
| **2021** | 0 | USCG | 0 |
| **2020** | 0 | USCG | 0 |
| **2019** | 0 | USCG | 0 |
| **2018** | 0 | USCG | 0 |