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## No Fear Report

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

**HQ (includes sub-level offices)**

For 2nd Quarter 2024 for period ending March 31, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	67	83	76	70	64	<a href="#">31</a>
Number of Complainants	65	80	70	67	62	30
Repeat Filers	1	3	6	3	2	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	34	48	45	26	30	<a href="#">11</a>
Color	15	24	28	13	13	<a href="#">7</a>
Religion	3	3	3	6	3	<a href="#">1</a>
Reprisal	46	44	56	36	32	<a href="#">18</a>
Sex	29	32	32	29	27	<a href="#">11</a>
PDA	0	0	2	0	1	<a href="#">0</a>
National Origin	6	9	12	11	6	<a href="#">4</a>
Equal Pay Act	0	0	0	0	0	<a href="#">0</a>
Age	24	28	27	19	26	<a href="#">7</a>
Disability	30	24	28	29	22	<a href="#">12</a>
Genetics	2	0	0	0	0	<a href="#">0</a>
Non-EEO	1	4	5	2	4	<a href="#">0</a>

	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</i></p>						
Appointment/Hire	7	5	3	6	10	<a href="#">5</a>
Assignment of Duties*	17	24	23	0	0	<a href="#">0</a>
Awards	2	2	0	2	0	<a href="#">0</a>
Conversion to Full Time/Perm Status*	0	0	0	0	0	<a href="#">0</a>
<b>Disciplinary Action</b>						
Demotion	0	2	1	0	1	<a href="#">1</a>
Reprimand**	6	11	6	0	0	<a href="#">0</a>
Suspension	4	10	4	6	5	<a href="#">1</a>
Removal	2	4	6	1	0	<a href="#">1</a>
Other Disciplinary Actions**	0	0	0	0	0	<a href="#">1</a>
Other 2**	0	0	0	0	0	0
Duty Hours*	1	3	1	0	0	<a href="#">0</a>
Perf. Eval./ Appraisal	10	18	25	9	10	<a href="#">10</a>
Examination/Test	0	0	0	0	0	<a href="#">1</a>
<b>Harassment</b>						
Non-Sexual	23	46	53	23	36	<a href="#">12</a>
Sexual	2	4	2	0	3	<a href="#">3</a>
Medical Examination	2	3	1	1	0	<a href="#">0</a>
Pay including overtime	5	5	3	2	1	<a href="#">0</a>
Promotion/Non-Selection	11	13	14	8	3	<a href="#">0</a>
<b>Reassignment</b>						
Reassignment: Denied/Directed	0	2	6	0	3	<a href="#">1</a>
Directed	3	6	9	5	1	<a href="#">2</a>
Reasonable Accommodation Disability	8	8	7	5	5	<a href="#">4</a>
Reinstatement*	0	0	0	0	0	<a href="#">0</a>
Religious Accommodation	0	0	1	0	0	<a href="#">0</a>
Retirement*	0	0	0	0	0	<a href="#">0</a>
Sex-Stereotyping	0	0	0	0	0	<a href="#">1</a>
Telework	3	8	2	0	0	<a href="#">0</a>
Termination	7	7	6	7	7	<a href="#">1</a>
Terms/Conditions of Employment*	8	5	9	0	0	<a href="#">0</a>
Time and Attendance	9	12	15	7	5	<a href="#">5</a>
Training	7	4	0	1	3	<a href="#">2</a>
Other Terms/Conditions of Employment*	0	0	0	0	0	<a href="#">12</a>
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	255.65	241.22	288.48	276.6	219.06	<a href="#">215.23</a>
Average number of days in final action	160.85	165.81	265.56	108.18	35.56	<a href="#">77.79</a>

Average number of days in final action	107.82	87.43	41.07	41.41	33.93	<a href="#">22.22</a>
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	264.37	231.71	268.45	257.83	190.76	<a href="#">204.67</a>
Average number of days in final action	294.38	322.57	367.77	133.24	39.87	<a href="#">150.71</a>

Part 5 Complaints Dismissed by Agency	Comparative Data						2024 Thru 03-31
	Previous Fiscal Year Data						
	2019	2020	2021	2022	2023		
Part 5 Complaints Dismissed by Agency	12	5	2	6	9	<a href="#">9</a>	
Average days pending prior to dismissal	232	191	171	379	124	152.22	
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	5	6	6	7	6	<a href="#">5</a>	

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 03-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		0		<a href="#">2</a>	
Without Hearing	1	100	2	100	1	100	0	0	0	0	<a href="#">0</a>	0
With Hearing	0	0	0	0	0	0	0	0	0	0	<a href="#">2</a>	100

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 03-31	
	2019		2020		2021		2022		2023			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		0		1		1		<a href="#">2</a>	
Race	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	<a href="#">2</a>	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">1</a>	50.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	<a href="#">1</a>	50.00
Sex	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
Age	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	<a href="#">1</a>	50.00
Disability	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00	<a href="#">1</a>	50.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
<b>Findings After Hearing</b>	0		0		0		1		1		<a href="#">2</a>	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">2</a>	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">1</a>	50.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	<a href="#">1</a>	50.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00

Disability	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00	<u>1</u>	50.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
<b>Finding Without Hearing</b>												
	1		1		0		0		0		<u>0</u>	
Race	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Sex	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Age	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment.

\*\* are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

Part 8 Finding of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 03-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	1		1		0		1		1		<u>2</u>	
Appointment/Hire	1	100	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	1	100	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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	<u>0</u>	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Harassment</b>												
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-Sexual	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>1</u>	50
<b>Reassignment</b>												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Religious Accommodation	0	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	0
Sex-Stereotyping	0	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	0
Termination	0	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	0
Time and Attendance	0	0	0	0	0	0	0	0	1	100	0	0	0
Training	0	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	0
User Defined - Other 1*	0	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	0
User Defined - Other 3*	0	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	0

<b>Findings After Hearing</b>	0		0		0		1		1		2		
Appointment/Hire	0	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	0
Awards	0	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	0
<b>Disciplinary Action</b>													
Demotion	0	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	0
Suspension	0	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	0
Other Disciplinary Actions**	0	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	0
Duty Hours*	0	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	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>													
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	1	100	0	0	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	50	
<b>Reassignment</b>													
Reassignment: Denied/Directed	0	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	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	100	1	100	1	50	
Reinstatement*	0	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	0
Retirement*	0	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	0
Telework	0	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	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	100	0	0	0
Training	0	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	0
User Defined - Other 1*	0	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	0
User Defined - Other 3*	0	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	0

<b>Findings Without Hearing</b>	0		1		0		0		0		0		
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Awards	0	0	1	100	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
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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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												
Reassignment: Denied/Directed	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	73	57	81	65	35	<u>47</u>
Total Complainants	66	55	77	64	34	46
<b>Number complaints pending</b>						
Investigation	2	1	2	2	2	<u>4</u>
ROI issued, pending Complainant's action	0	0	0	0	0	<u>3</u>
Hearing	50	34	56	57	24	<u>36</u>
Final Agency Action	21	18	19	9	10	<u>6</u>
Appeal with EEOC Office of Federal Operations	24	33	41	47	21	<u>30</u>

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	2	5	12	3	1	<u>0</u>

