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No Fear Report

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

HQ (includes sub-level offices)

For 3rd Quarter 2024 for period ending June 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	67	83	76	70	64	44
Number of Complainants	65	80	70	67	62	43
Repeat Filers	1	3	6	3	2	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
	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	15
Color	15	24	28	13	13	10
Religion	3	3	3	6	3	2
Reprisal	46	44	56	36	32	27
Sex	29	32	32	29	27	16
PDA	0	0	2	0	1	0
National Origin	6	9	12	11	6	5
Equal Pay Act	0	0	0	0	0	0
Age	24	28	27	19	26	10
Disability	30	24	28	29	22	18
Genetics	2	0	0	0	0	0
Non-EEO	1	4	5	2	4	0

	Previous Fiscal Year Data					2024 Thru 06-30
	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	<u>5</u>
Assignment of Duties*	17	24	23	0	0	<u>0</u>
Awards	2	2	0	2	0	<u>0</u>
Conversion to Full Time/Perm Status*	0	0	0	0	0	<u>0</u>
Disciplinary Action						
Demotion	0	2	1	0	1	<u>1</u>
Reprimand**	6	11	6	0	0	<u>0</u>
Suspension	4	10	4	6	5	<u>2</u>
Removal	2	4	6	1	0	<u>1</u>
Other Disciplinary Actions**	0	0	0	0	0	<u>5</u>
Other 2**	0	0	0	0	0	0
Duty Hours*	1	3	1	0	0	<u>0</u>
Perf. Eval./ Appraisal	10	18	25	9	10	<u>10</u>
Examination/Test	0	0	0	0	0	<u>1</u>
Harassment						
Non-Sexual	23	46	53	23	36	<u>18</u>
Sexual	2	4	2	0	3	<u>4</u>
Medical Examination	2	3	1	1	0	<u>0</u>
Pay including overtime	5	5	3	2	1	<u>0</u>
Promotion/Non-Selection	11	13	14	8	3	<u>1</u>
Reassignment						
Reassignment: Denied/Directed	0	2	6	0	3	<u>1</u>
Directed	3	6	9	5	1	<u>3</u>
Reasonable Accommodation Disability	8	8	7	5	5	<u>2</u>
Reinstatement*	0	0	0	0	0	<u>0</u>
Religious Accommodation	0	0	1	0	0	<u>0</u>
Retirement*	0	0	0	0	0	<u>0</u>
Sex-Stereotyping	0	0	0	0	0	<u>1</u>
Telework	3	8	2	0	0	<u>0</u>
Termination	7	7	6	7	7	<u>2</u>
Terms/Conditions of Employment*	8	5	9	0	0	<u>0</u>
Time and Attendance	9	12	15	7	5	<u>6</u>
Training	7	4	0	1	3	<u>2</u>
Other Terms/Conditions of Employment*	0	0	0	0	0	<u>16</u>
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 06-30
	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	<u>210.59</u>
Average number of days in final action	160.85	165.81	265.56	108.18	35.56	<u>71.42</u>

Average number of days in final action	107.82	87.43	41.07	41.41	33.93	33.47
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	190.33
Average number of days in final action	294.38	322.57	367.77	133.24	39.87	134.67

Part 5 Complaints Dismissed by Agency	Comparative Data						2024 Thru 06-30
	Previous Fiscal Year Data						
	2019	2020	2021	2022	2023		
Part 5 Complaints Dismissed by Agency	12	5	2	6	9	12	
Average days pending prior to dismissal	232	191	171	379	124	129.42	
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	5	6	6	7	6	6	

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 06-30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		0		2	
Without Hearing	1	100	2	100	1	100	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	2	100

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 06-30	
	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		2	
Race	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	2	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	1	50.00
Sex	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	1	50.00
Disability	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00	1	50.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Findings After Hearing	0		0		0		1		1		2	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	1	50.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	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
Finding Without Hearing												
	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 06-30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
Disciplinary Action												
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
Harassment												
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
Reassignment												
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
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	1	100	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		1		1		2	
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
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	1	100	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	1	50
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	1	100	1	100	1	50
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	1	100	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		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 06-30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	73	57	81	65	35	<u>40</u>
Total Complainants	66	55	77	64	34	39
Number complaints pending						
Investigation	2	1	2	2	2	<u>2</u>
ROI issued, pending Complainant's action	0	0	0	0	0	<u>1</u>
Hearing	50	34	56	57	24	<u>33</u>
Final Agency Action	21	18	19	9	10	<u>5</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 06-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	2	5	12	3	1	<u>0</u>

