



# NO FEAR ACT DATA – [FY 2022]

## **Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107–174**

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## Complaint Activity

| Complaint Activity         | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|----------------------------|------|------|------|------|------|------|
| Number of complaints filed | 1    | 6    | 5    | 15   | 4    | 4    |
| Number of complainants     | 1    | 5    | 5    | 15   | 3    | 4    |
| Repeat filers              | 0    | 1    | 0    | 4    | 1    | 0    |

## Complaints by Basis

| Complaints by Basis | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------------------|------|------|------|------|------|------|
| Race                | 1    | 4    | 3    | 9    | 4    | 1    |
| Color               | 0    | 2    | 2    | 4    | 0    | 0    |
| Religion            | 0    | 1    | 0    | 0    | 0    | 0    |
| Reprisal            | 0    | 6    | 4    | 8    | 3    | 1    |
| Sex                 | 0    | 2    | 3    | 9    | 4    | 2    |
| PDA                 | 0    | 0    | 0    | 0    | 0    | 0    |
| National Origin     | 0    | 0    | 1    | 0    | 0    | 0    |
| Equal Pay Act       | 0    | 1    | 1    | 2    | 0    | 2    |
| Age                 | 1    | 2    | 2    | 7    | 0    | 1    |
| Disability          | 1    | 2    | 3    | 2    | 0    | 1    |
| Genetic information | 0    | 0    | 0    | 0    | 0    | 1    |
| Non-EEO             | 0    | 0    | 0    | 0    | 0    | 0    |

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*

## Complaints by Issue<sup>1</sup>

| Complaints by Issue             | 2017 | 2018 | 2019 | 2020           | 2021 | 2022 |
|---------------------------------|------|------|------|----------------|------|------|
| Appointment/Hire                | 0    | 0    | 0    | 2              | 0    | 0    |
| Assignment of Duties            | 0    | 0    | 0    | 2              | 0    | 1    |
| Awards                          | 0    | 0    | 0    | 0              | 0    | 0    |
| Conversion to Full-time         | 0    | 0    | 0    | 0              | 0    | 0    |
| Disciplinary Action: Demotion   | 0    | 1    | 0    | 0              | 0    | 0    |
| Disciplinary Action: Reprimand  | 0    | 1    | 1    | 2              | 0    | 0    |
| Disciplinary Action: Removal    | 0    | 1    | 0    | 1 <sup>2</sup> | 0    | 0    |
| Disciplinary Action: Suspension | 0    | 0    | 0    | 0              | 0    | 0    |
| Disciplinary Action: Other      | 0    | 1    | 0    | 2              | 0    | 0    |
| Duty Hours                      | 0    | 0    | 1    | 0              | 0    | 0    |
| Evaluation/Appraisal            | 0    | 2    | 2    | 5              | 1    | 1    |
| Examination/Test                | 0    | 0    | 0    | 0              | 0    | 0    |
| Harassment: Non-Sexual          | 0    | 2    | 2    | 8              | 1    | 1    |
| Harassment: Sexual              | 0    | 1    | 0    | 0              | 0    | 0    |
| Medical Examination             | 0    | 0    | 0    | 0              | 0    | 0    |
| Pay (including Overtime)        | 0    | 1    | 1    | 6              | 1    | 1    |

<sup>1</sup> Based on EEOC guidance and after careful review of issues alleged in complaints this year, we have changed some issues, thus causing a discrepancy in the total number of alleged issues in FY2020.

<sup>2</sup> Based on EEOC guidance and upon review of Q2 cases, we are adding "Disciplinary removal" to one of the issues alleged in formal complaints filed this year.

| <b>Complaints by Issue</b>     | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|--------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Promotion/Non-Selection        | 1           | 2           | 0           | 6           | 2           | 0           |
| Reassignment: Denied           | 0           | 0           | 0           | 0           | 0           | 0           |
| Reassignment: Directed         | 0           | 0           | 1           | 0           | 0           | 0           |
| Reasonable Accommodation       | 0           | 0           | 2           | 0           | 0           | 1           |
| Reinstatement                  | 0           | 0           | 0           | 0           | 0           | 0           |
| Retirement                     | 0           | 0           | 0           | 0           | 0           | 0           |
| Termination                    | 0           | 0           | 0           | 0           | 0           | 1           |
| Terms/Conditions of Employment | 0           | 2           | 4           | 5           | 2           | 2           |
| Time and Attendance            | 0           | 0           | 0           | 0           | 0           | 0           |
| Training                       | 0           | 0           | 1           | 0           | 0           | 0           |
| Other                          | 0           | 0           | 0           | 0           | 0           | 0           |

*Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*

## Processing Time

### Complaints Pending During the Fiscal Year

| <b>Complaints Pending During the Fiscal Year</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| Average number of days in investigation stage    | 285         | 111         | 155         | 140         | 159         | 128.75      |
| Average number of days in final action stage     | 34          | 59          | 32          | 49          | 46          | 25          |

### Complaints Pending During Fiscal Year Where Hearing Was Requested

| <b>Complaints Pending During Fiscal Year Where Hearing Was Requested</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| Average number of days in investigation stage                            | 321         | 185         | 199         | 175         | 177         | 257.57      |
| Average number of days in final action stage                             | 15          | 0           | 7           | 0           | 0           | 0           |

### Complaints Pending During Fiscal Year Where Hearing Was Not Requested

| <b>Complaints Pending During Fiscal Year Where Hearing Was Not Requested</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| Average number of days in investigation stage                                | 189         | 81          | 110         | 122         | 138         | 103         |
| Average number of days in final action stage                                 | 54          | 59          | 57          | 49          | 46          | 25          |

## Complaints Dismissed by Agency and Withdrawn by Complainants

### Complaints Dismissed by Agency

| <b>Complaints Dismissed by Agency</b>   | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| Total complaints dismissed by Agency    | 0           | 0           | 0           | 3           | 2           | 1           |
| Average days pending prior to dismissal | 0           | 0           | 0           | 39          | 0           | 504         |

### Complaints Withdrawn by Complainants

| <b>Complaints Withdrawn by Complainants</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| Total complaints withdrawn by complainants  | 0           | 1           | 2           | 8           | 1           | 0           |

### Total Final Actions Finding Discrimination

| <b>Total Final Actions Finding Discrimination</b> | <b>2017 #</b> | <b>2017 %</b> | <b>2018 #</b> | <b>2018 %</b> | <b>2019 #</b> | <b>2019 %</b> | <b>2020 #</b> | <b>2020 %</b> | <b>2021 #</b> | <b>2021 %</b> | <b>2022 #</b> | <b>2022 %</b> |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Total Number Findings                             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Without Hearing                                   | 0             | 0             | 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

### Total Number Findings

| Total Number Findings | 2017 # | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 # | 2020 % | 2021 # | 2021 % | 2022 # | 2022 % |
|-----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Total Number Findings | 0      | 0      | 0      | 0      | 0      | 0      | 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      |
| 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      |
| Genetic Information   | 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

| Findings After Hearing | 2017 # | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 # | 2020 % | 2021 # | 2021 % | 2022 # | 2022 % |
|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Findings After Hearing | 0      | 0      | 0      | 0      | 0      | 0      | 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      |

| <b>Findings After Hearing</b> | <b>2017 #</b> | <b>2017 %</b> | <b>2018 #</b> | <b>2018 %</b> | <b>2019 #</b> | <b>2019 %</b> | <b>2020 #</b> | <b>2020 %</b> | <b>2021 #</b> | <b>2021 %</b> | <b>2022 #</b> | <b>2022 %</b> |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 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             |
| Genetic Information           | 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**

| <b>Findings Without Hearing</b> | <b>2017 #</b> | <b>2017 %</b> | <b>2018 #</b> | <b>2018 %</b> | <b>2019 #</b> | <b>2019 %</b> | <b>2020 #</b> | <b>2020 %</b> | <b>2021 #</b> | <b>2021 %</b> | <b>2022 #</b> | <b>2022 %</b> |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Findings Without Hearing        | 0             | 0             | 0             | 0             | 0             | 0             | 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             |
| 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             |
| Genetic Information             | 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             |

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.*

## Findings of Discrimination Rendered by Issue

| Total Number Findings           | Total Number Findings |        |        |        |        |        |        |        |        |        |        |        |
|---------------------------------|-----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                 | 2017 #                | 2017 % | 2018 # | 2018 % | 2019 # | 2019 % | 2020 # | 2020 % | 2021 # | 2021 % | 2022 # | 2022 % |
| Total Number Findings           | 0                     | 0      | 0      | 0      | 0      | 0      | 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         | 0                     | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      |
| Disciplinary Action: Total      | 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      |
| Disciplinary Action: Reprimand  | 0                     | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      |
| Disciplinary Action: Suspension | 0                     | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      |
| Disciplinary Action: Removal    | 0                     | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      |
| Disciplinary Action: Other      | 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      |
| Evaluation/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: Total               | 0                     | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      |
| Harassment: Non-Sexual          | 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      |
| 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      |

| <b>Total Number Findings</b>   | <b>2017 #</b> | <b>2017 %</b> | <b>2018 #</b> | <b>2018 %</b> | <b>2019 #</b> | <b>2019 %</b> | <b>2020 #</b> | <b>2020 %</b> | <b>2021 #</b> | <b>2021 %</b> | <b>2022 #</b> | <b>2022 %</b> |
|--------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Promotion/Non-Selection        | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Reassignment: Total            | 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             |
| Reassignment: Directed         | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Reasonable Accommodation       | 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             |
| Retirement                     | 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                          | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |

**Findings After Hearing**

| <b>Findings After Hearing</b>  | <b>2017 #</b> | <b>2017 %</b> | <b>2018 #</b> | <b>2018 %</b> | <b>2019 #</b> | <b>2019 %</b> | <b>2020 #</b> | <b>2020 %</b> | <b>2021 #</b> | <b>2021 %</b> | <b>2022 #</b> | <b>2022 %</b> |
|--------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Findings After Hearing         | 0             | 0             | 0             | 0             | 0             | 0             | 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        | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Disciplinary action: Total     | 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             |
| Disciplinary Action: Reprimand | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |

| <b>Findings After Hearing</b>   | <b>2017 #</b> | <b>2017 %</b> | <b>2018 #</b> | <b>2018 %</b> | <b>2019 #</b> | <b>2019 %</b> | <b>2020 #</b> | <b>2020 %</b> | <b>2021 #</b> | <b>2021 %</b> | <b>2022 #</b> | <b>2022 %</b> |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Disciplinary Action: Suspension | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Disciplinary Action: Removal    | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Disciplinary Action: Other      | 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             |
| Evaluation/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: Total               | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Harassment: Non-Sexual          | 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             |
| 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: Total             | 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             |
| Reassignment: Directed          | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Reasonable Accommodation        | 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             |
| Retirement                      | 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             |

| <b>Findings After Hearing</b> | <b>2017 #</b> | <b>2017 %</b> | <b>2018 #</b> | <b>2018 %</b> | <b>2019 #</b> | <b>2019 %</b> | <b>2020 #</b> | <b>2020 %</b> | <b>2021 #</b> | <b>2021 %</b> | <b>2022 #</b> | <b>2022 %</b> |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Other                         | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |

**Findings Without Hearing**

| <b>Findings Without Hearing</b> | <b>2017 #</b> | <b>2017 %</b> | <b>2018 #</b> | <b>2018 %</b> | <b>2019 #</b> | <b>2019 %</b> | <b>2020 #</b> | <b>2020 %</b> | <b>2021 #</b> | <b>2021 %</b> | <b>2022 #</b> | <b>2022 %</b> |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Findings Without Hearing        | 0             | 0             | 0             | 0             | 0             | 0             | 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         | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Disciplinary action: Total      | 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             |
| Disciplinary Action: Reprimand  | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Disciplinary Action: Suspension | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Disciplinary Action: Removal    | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Disciplinary Action: Other      | 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             |
| Evaluation/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: Total               | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Harassment: Non-Sexual          | 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             |
| Medical Examination             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |

| <b>Findings Without Hearing</b> | <b>2017 #</b> | <b>2017 %</b> | <b>2018 #</b> | <b>2018 %</b> | <b>2019 #</b> | <b>2019 %</b> | <b>2020 #</b> | <b>2020 %</b> | <b>2021 #</b> | <b>2021 %</b> | <b>2022 #</b> | <b>2022 %</b> |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 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: Total             | 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             |
| Reassignment: Directed          | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| Reasonable Accommodation        | 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             |
| Retirement                      | 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                           | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |

## Pending Complaints Filed in Previous Fiscal Years by Status

| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| Total Complaints from Previous Fiscal Years                        | 10          | 1           | 5           | 8           | 5           | 3           |
| Total Complainants   | 9           | 1           | 4           | 8           | 4           | 2           |

### Number Complaints Pending

| <b>Number Complaints Pending</b>              | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| Investigation                                 | 1           | 3           | 5           | 7           | 0           | 0           |
| Hearing                                       | 7           | 2           | 1           | 3           | 5           | 3           |
| Final Action                                  | 0           | 0           | 1           | 0           | 2           | 0           |
| Appeal with EEOC Office of Federal Operations | 3           | 0           | 0           | 0           | 2           | 0           |

## Complaint Investigations

| <b>Complaint Investigations</b>                                     | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| Pending complaints where investigations exceed required time frames | 0           | 1           | 1           | 1           | 2           | 0           |