No FEAR Act FY22 Q2 Report

Comparative Data	Previous Fiscal Year Data						
Complaint Activity	**2017**	**2018**	**2019**	**2020**	**2021**	**2nd Qtr FY22**	**1st Qtr FY22**
Number of Complaints Filed	26	39	25	31	48	71	10
Number of Complainants	26	39	24	31	47	68	10
Repeat Filers	0	0	1	0	1	3	0

Comparative Data	Previous Fiscal Year Data						
Complaints by Basis *Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .*	**2017**	**2018**	**2019**	**2020**	**2021**	**2nd Qtr FY22**	**1st Qtr FY22**
Race	8	8	4	8	20	6	1
Color	1	4	0	5	4	3	1
Religion	5	1	0	1	3	38	4
Reprisal	11	24	16	21	22	9	5
Sex	9	20	9	15	18	6	2
Pregnancy Discrimination Act	4	0	0	0	2	0	0
National Origin	0	4	4	2	5	0	0
Equal Pay Act	0	0	0	0	0	0	0
Age	5	8	7	6	7	5	4
Disability	12	12	13	8	7	49	3
Genetic Information Non-Disclosure	1	0	0	2	0	0	0
Non-EEO	0	1	0	1	0	0	0

Comparative Data	Previous Fiscal Year Data						
Complaints by Issue *Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .*	**2017**	**2018**	**2019**	**2020**	**2021**	**2nd Qtr FY22**	**1st Qtr FY22**
Appointment/Hire	2	6	2	1	1	2	1
Assignment of Duties	7	9	9	13	8	2	1
Awards	1	2	3	0	3	0	0
Conversion to Full-time	1	0	0	0	0	0	0
Disciplinary Action							
Demotion	0	0	0	0	0	0	0
Reprimand	1	2	5	2	1	2	2
Removal	0	0	4	5	2	1	0
Suspension	4	0	0	1	0	0	0
Letter of Warning	5	2	1	1	5	1	0
Other	0	0	0	0	0	0	0
Duty Hours	1	0	2	2	0	0	0
Evaluation Appraisal	9	11	17	17	8	1	0
Examination/Test	1	0	0	0	0	0	0
Harassment							
Non-Sexual	12	21	15	18	20	54	2
Sexual	2	0	0	6	2	1	0
Medical Examination	2	0	4	2	0	0	0
Pay (Including Overtime)	4	0	1	1	2	0	0
Promotion/Non-Selection	5	12	11	5	13	3	1
Reassignment							
Denied	1	4	5	7	5	0	0
Directed	1	3	4	2	0	0	0
Reasonable Accommodation	4	4	1	5	1	2	2
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	27	2
Retirement	1	0	1	0	1	0	0
Sex-StereoTyping	0	0	0	1	0	0	0
Telework	0	0	0	0	0	0	0
Termination	2	3	3	2	4	5	2
Terms/Conditions of Employment	10	20	13	5	10	52	3
Time and Attendance	1	3	4	0	4	2	0
Training	6	3	1	7	2	2	1

Other	0	0	0	13	0	0	0

Comparative Data	Previous Fiscal Year Data						
Processing Time	**2017**	**2018**	**2019**	**2020**	**2021**	**2nd Qtr FY22**	**1st Qtr FY22**
Complaints pending during fiscal year							
Average number of days in investigation stage	613	615	436	390	343	238	215
Average number of days in final action stage	63	58	57	71	80	49	59
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation stage	643	609	397	373	370	290	225
Average number of days in final action stage	0	40	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation stage	604	661	508	312	311	230	209
Average number of days in final action stage	63	61	58.5	90	85	61	0

Comparative Data	Previous Fiscal Year Data						
Complaints Dismissed by Agency	**2017**	**2018**	**2019**	**2020**	**2021**	**2nd Qtr FY22**	**1st Qtr FY22**
Total Complaints Dismissed by Agency	13	6	3	6	11	2	2
Average days pending prior to dismissal	100	159	35	66	49	21	22
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	2	3	2	5	1	0	0

Comparative Data	Previous Fiscal Year Data						
Pending Complaints Filed in Previous Fiscal Years by Status	**2017**	**2018**	**2019**	**2020**	**2021**	**2nd Qtr FY22**	**1st Qtr FY22**
Total complaints from previous Fiscal Years	70	46	48	41	56	88	83
Total Complainants	63	44	47	40	54	77	74
Number complaints pending							
Investigation	28	7	2	4	0	10	21
ROI Issued, Pending Complainants Action	1	1	1	0	0	6	1
Hearing	31	30	36	34	49	52	52
Final Action	4	1	6	1	9	15	14
Appeal with EEOC Office of Federal Operations	6	7	3	2	3	7	4

Comparative Data	Previous Fiscal Year Data						
Complaint Investigations	**2017**	**2018**	**2019**	**2020**	**2021**	**2nd Qtr FY22**	**1st Qtr FY22**
Pending Complaints Where Investigations Exceeds Required Time Frames	23	14	31	34	21	9	3

Comparative Data	Previous Fiscal Year Data											
Total Final Actions Finding Discrimination	**2017#**	**2017%**	**2018#**	**2018%**	**2019#**	**2019%**	**2020#**	**2020 %**	**2021 #**	**2021 %**	**2022 #**	**2022 %**
Total Number Findings	1		0		1		1		2		0	
Without Hearing	0	0	0	0	0	0	1	1	2	100%	0	0
With Hearing	1	100%	0	0	1	1	0	0	0	0	0	0

Comparative Data	Previous Fiscal Year Data											
Findings of Discrimination Rendered by Basis *Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*	**2017 #**	**2017 %**	**2018 #**	**2018 %**	**2019 #**	**2019%**	**2020#**	**2020 %**	**2021 #**	**2021 %**	**2022 #**	**2022 %**
Total Number Findings												
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	1	100%	0	0	1	1	0	0	1	1	0	0
Sex	1	100%	0	0	1	1	0	0	0	0	0	0
Pregnancy Discrimination Act	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	1	100%	0	0	0	0	0	0	0	0	0	0
Disability	1	100%	0	0	1	1	1	1	1	1	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												
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	1	100%	0	0	1	1	0	0	0	0	0	0
Sex	1	100%	0	0	1	1	0	0	0	0	0	0
Pregnancy Discrimination Act	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	1	100%	0	0	0	0	0	0	0	0	0	0
Disability	1	100%	0	0	1	1	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												
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	1	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
Pregnancy Discrimination Act	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	1	1	1	1	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

Comparative Data	**Previous Fiscal Year Data**											
Findings of Discrimination Rendered by Issue	**2017 #**	**2017 %**	**2018 #**	**2018 %**	**2019 #**	**2019 %**	**2020 #**	**2020 %**	**2021 #**	**2021 %**	**2022 #**	**2022 %**
Total Number Findings												
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												
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
Disciplinary Warning	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												
Non-Sexual	1	100%	0	0	1	1	0	0	1	1	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	1	1	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	1	100%	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	1	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	1	1	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	1	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												
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												
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
Discipinary Warning	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												
Non-Sexual	1	100%	0	0	1	1	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	1	100%	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
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	1	1	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 Without Hearing												
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												
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
Disciplinary Warning	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												
Non-Sexual	0	0	0	0	0	0	0	0	1	1	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	1	1	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	0	0	0	0	0	0	1	1	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	1	1	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