No FEAR Act FY22 Q3 Report

Comparative Data	Previous Fiscal Year Data							
Complaint Activity	**2017**	**2018**	**2019**	**2020**	**2021**	**3rd Qtr FY22**	**1st Qtr FY22**	**2nd Qtr FY22**
Number of Complaints Filed	26	39	25	31	48	87	10	68
Number of Complainants	26	39	24	31	47	85	10	66
Repeat Filers	0	0	1	0	1	2	0	1

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**	**3rd Qtr FY22**	**1st Qtr FY22**	**2nd Qtr FY22**
Race	8	8	4	8	20	16	1	12
Color	1	4	0	5	4	6	1	6
Religion	5	1	0	1	3	117	4	96
Reprisal	11	24	16	21	22	49	5	26
Sex	9	20	9	15	18	22	2	11
Pregnancy Discrimination Act	4	0	0	0	2	1	0	0
National Origin	0	4	4	2	5	11	0	2
Equal Pay Act	0	0	0	0	0	1	0	1
Age	5	8	7	6	7	11	4	10
Disability	12	12	13	8	7	152	3	116
Genetic Information Non-Disclosure	1	0	0	2	0	0	0	0
Non-EEO	0	1	0	1	0	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**	**3rd Qtr FY22**	**1st Qtr FY22**	**2nd Qtr FY22**
Appointment/Hire	2	6	2	1	1	10	1	10
Assignment of Duties	7	9	9	13	8	10	1	6
Awards	1	2	3	0	3	0	0	0
Conversion to Full-time	1	0	0	0	0	0	0	0
Disciplinary Action								
Demotion	0	0	0	0	0	0	0	0
Reprimand	1	2	5	2	1	8	2	2
Removal	0	0	4	5	2	6	0	0
Suspension	4	0	0	1	0	0	0	0
Letter of Warning	5	2	1	1	5	0	0	0
Other	0	0	0	0	0	0	0	0
Duty Hours	1	0	2	2	0	3	0	0
Evaluation Appraisal	9	11	17	17	8	9	0	6
Examination/Test	1	0	0	0	0	0	0	0
Harassment								
Non-Sexual	12	21	15	18	20	135	2	90
Sexual	2	0	0	6	2	1	0	1
Medical Examination	2	0	4	2	0	0	0	0
Pay (Including Overtime)	4	0	1	1	2	0	0	0
Promotion/Non-Selection	5	12	11	5	13	12	1	12
Reassignment								
Denied	1	4	5	7	5	0	0	0
Directed	1	3	4	2	0	5	0	1
Reasonable Accommodation	4	4	1	5	1	7	2	7
Reinstatement	0	0	0	0	0	1	0	1
Religious Accommodation	0	0	0	0	0	58	2	46
Retirement	1	0	1	0	1	0	0	0
Sex-StereoTyping	0	0	0	1	0	0	0	0
Telework	0	0	0	0	0	0	0	0
Termination	2	3	3	2	4	7	2	2
Terms/Conditions of Employment	10	20	13	5	10	101	3	86
Time and Attendance	1	3	4	0	4	4	0	4
Training	6	3	1	7	2	9	1	6

Other	0	0	0	13	0	0	0	0

Comparative Data	Previous Fiscal Year Data							
Processing Time	**2017**	**2018**	**2019**	**2020**	**2021**	**3rd Qtr FY22**	**1st Qtr FY22**	**2nd Qtr FY22**
Complaints pending during fiscal year								
Average number of days in investigation stage	613	615	436	390	343	258	215	234
Average number of days in final action stage	63	58	57	71	80	51	47	51
Complaint pending during fiscal year where hearing was requested								
Average number of days in investigation stage	643	609	397	373	370	284	225	237
Average number of days in final action stage	0	40	0	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	235	209	232
Average number of days in final action stage	63	61	58.5	90	85	60	0	61

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

Comparative Data	Previous Fiscal Year Data							
Pending Complaints Filed in Previous Fiscal Years by Status	**2017**	**2018**	**2019**	**2020**	**2021**	**3rd Qtr FY22**	**1st Qtr FY22**	**2nd Qtr FY22**
Total complaints from previous Fiscal Years	70	46	48	41	56	72	83	80
Total Complainants	63	44	47	40	54	62	74	71
Number complaints pending								
Investigation	28	7	2	4	0	11	21	21
ROI Issued, Pending Complainants Action	1	1	1	0	0	4	1	0
Hearing	31	30	36	34	49	41	52	48
Final Action	4	1	6	1	9	6	14	5
Appeal with EEOC Office of Federal Operations	6	7	3	2	3	10	4	6

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

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		1	
Without Hearing	0	0	0	0	0	0	1	100%	2	100%	1	100%
With Hearing	1	100%	0	0	1	100%	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	100%	0	0	1	100%	1	100%
Sex	1	100%	0	0	1	100%	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	100%	1	100%	1	100%	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	100%	0	0	0	0	0	0
Sex	1	100%	0	0	1	100%	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	100%	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	100%	1	100%
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	100%	1	100%	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	1	100%
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	100%	0	0	1	100%	1	100%
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	100%	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	100%	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
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	100%	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	100%	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	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	1	100%	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	100%	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	100%	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