

**No FEAR Act FY24 Q1 Report**

In FY22 and FY23, OEEO had reported "Complaints by Basis" and "Complaints by Issue" using the number of alleged incidents rather than the number of alleged cases. Upon further review, OEEO has revised its FY22 and

FY23 data to report "Complaints by Basis" and "Complaints by Issue" using the number of alleged cases, therefore ensuring compliance with EEOC regulations and consistency with the reporting method used by OEEO in all other Fiscal Years.

<b>Comparative Data</b>	<b>Previous Fiscal Year Data</b>					
<b>Complaint Activity</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>1st Qtr 2024</b>
Number of Complaints Filed	25	31	48	102	65	16
Number of Complainants	24	31	47	100	63	16
Repeat Filers	1	0	1	2	2	0

<b>Comparative Data</b>	<b>Previous Fiscal Year Data</b>					
<b>Complaints by Basis</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>1st Qtr 2024</b>
Race	4	8	20	12	12	5
Color	0	5	4	5	5	2
Religion	0	1	3	46	10	3
Reprisal	16	21	22	24	42	7
Sex	9	15	18	18	37	5
Pregnancy Discrimination Act	0	0	2	3	1	1
National Origin	4	2	5	7	17	1
Equal Pay Act	0	0	0	1	1	0
Age	7	6	7	8	17	2
Disability	13	8	7	67	22	8
Genetic Information Non-Disclosure	0	2	0	0	1	1
Non-EEO	0	1	0	0	0	0

<b>Comparative Data</b>	<b>Previous Fiscal Year Data</b>					
<b>Complaints by Issue</b> <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>1st Qtr 2024</b>
Appointment/Hire	2	1	1	2	3	0
Assignment of Duties	9	13	8	9	20	2
Awards	3	0	3	0	3	0

Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	5	2	1	6	7	4
Removal	4	5	2	6	2	1
Suspension	0	1	0	1	0	0
Letter of Warning	1	1	5	2	4	0
Other	0	0	0	0	0	0
Duty Hours	2	1	0	1	1	0
Evaluation Appraisal	17	9	8	9	15	3
Examination/Test	0	1	0	0	0	1
<b>Harassment</b>						
Non-Sexual	15	18	20	84	56	12
Sexual	0	6	2	1	6	1
Medical Examination	4	2	0	0	1	0
Pay (Including Overtime)	1	1	2	0	2	1
Promotion/Non-Selection	11	5	13	7	15	0
<b>Reassignment</b>						
Denied	5	7	5	1	2	0
Directed	4	2	0	5	2	0
Reasonable Accommodation	1	5	1	7	4	1
Reinstatement	0	0	0	1	0	0
Religious Accommodation	0	0	0	37	0	0
Retirement	1	0	1	0	1	0
Sex-StereoTyping	0	1	0	0	0	0
Telework	0	0	0	0	0	0
Termination	3	2	4	3	8	2
Terms/Conditions of Employment	13	5	10	59	22	7
Time and Attendance	4	0	4	4	2	1
Training	1	7	2	7	4	1
Other	0	13	0	0	1	0

<b>Comparative Data</b>	<b>Previous Fiscal Year Data</b>					
<b>Processing Time</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>1st Qtr 2024</b>
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation stage	436	390	343	255	248	275
Average number of days in final action stage	57	71	80	50	51	41

<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	397	373	370	277	243	258
Average number of days in final action stage	0	0	0	0	0	0
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	508	312	311	228	231	302
Average number of days in final action stage	58.5	90	85	59	57	0

<b>Comparative Data</b>	<b>Previous Fiscal Year Data</b>					
<b>Complaints Dismissed by Agency</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>1st Qtr 2024</b>
Total Complaints Dismissed by Agency	3	6	11	5	3	3
Average days pending prior to dismissal	35	66	49	22	27	27
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	2	5	1	5	1	0

<b>Comparative Data</b>	<b>Previous Fiscal Year Data</b>					
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>1st Qtr 2024</b>
Total complaints from previous Fiscal Years	48	41	56	54	54	84
Total Complainants	47	40	54	46	49	77
<b>Number complaints pending</b>						
Investigation	2	4	0	5	3	32
ROI Issued, Pending Complainants Action	1	0	0	1	1	3
Hearing	36	34	49	30	25	24
Final Action	6	1	9	4	1	3









