

### No FEAR Act FY23 Q3 Report

\*OEEQ transitioned to a new digital case management system in FY22 Q4 which displays greater granularity in reporting case information consistent with other annual EEOC reporting requirements.  
 This granularity is captured in the difference in reporting between FY2021 and FY2022 in the areas of Comparative Data: Complaints by Basis and Complaints by Issue.

Comparative Data	Previous Fiscal Year Data					
Complaint Activity	2018	2019	2020	2021	2022	3rd Qtr FY23
Number of Complaints Filed	39	25	31	48	102	45
Number of Complainants	39	24	31	47	100	45
Repeat Filers	0	1	0	1	2	0

Comparative Data	Previous Fiscal Year Data					
Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	3rd Qtr FY23
Race	8	4	8	20	27	29
Color	4	0	5	4	11	18
Religion	1	0	1	3	117	23
Reprisal	24	16	21	22	82	88
Sex	20	9	15	18	37	76
Pregnancy Discrimination Act	0	0	0	2	4	0
National Origin	4	4	2	5	19	34
Equal Pay Act	0	0	0	0	1	1
Age	8	7	6	7	14	41
Disability	12	13	8	7	187	63
Genetic Information Non-Disclosure	0	0	2	0	0	4
Non-EEO	1	0	1	0	0	0

Comparative Data	Previous Fiscal Year Data					
Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	3rd Qtr FY23
Appointment/Hire	6	2	1	1	10	7
Assignment of Duties	9	9	13	8	18	72
Awards	2	3	0	3	0	10
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	2	5	2	1	8	20
Removal	0	4	5	2	11	0
Suspension	0	0	1	0	3	0
Letter of Warning	2	1	1	5	5	8
Other	0	0	0	0	0	1
Duty Hours	0	2	2	0	3	2
Evaluation Appraisal	11	17	17	8	16	42
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	21	15	18	20	174	87
Sexual	0	0	6	2	1	4
Medical Examination	0	4	2	0	0	2
Pay (Including Overtime)	0	1	1	2	0	2
Promotion/Non-Selection	12	11	5	13	17	32
<b>Reassignment</b>						

Denied	4	5	7	5	5	3
Directed	3	4	2	0	11	6
Reasonable Accommodation	4	1	5	1	13	13
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	56	0
Retirement	0	1	0	1	0	5
Sex-StereoTyping	0	0	1	0	0	0
Telework	0	0	0	0	0	0
Termination	3	3	2	4	8	14
Terms/Conditions of Employment	20	13	5	10	104	40
Time and Attendance	3	4	0	4	12	3
Training	3	1	7	2	23	4
Other	0	0	13	0	0	0

Comparative Data		Previous Fiscal Year Data				
Processing Time	2018	2019	2020	2021	2022	3rd Qtr FY23
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation stage	615	436	390	343	255	240
Average number of days in final action stage	58	57	71	80	50	52
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	609	397	373	370	277	241
Average number of days in final action stage	40	0	0	0	0	0
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	661	508	312	311	228	233
Average number of days in final action stage	61	58.5	90	85	59	57

Comparative Data		Previous Fiscal Year Data				
Complaints Dismissed by Agency	2018	2019	2020	2021	2022	3rd Qtr FY23
Total Complaints Dismissed by Agency	6	3	6	11	5	3
Average days pending prior to dismissal	159	35	66	49	22	27
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	3	2	5	1	5	1

Comparative Data		Previous Fiscal Year Data				
Pending Complaints Filed in Previous Fiscal Years by Status	2018	2019	2020	2021	2022	3rd Qtr FY23
Total complaints from previous Fiscal Years	46	48	41	56	54	115
Total Complainants <i>(2nd Qtr FY23 total includes cases currently in abeyance)</i>	44	47	40	54	46	108
<b>Number complaints pending</b>						
Investigation	7	2	4	0	5	10
ROI Issued, Pending Complainants Action	1	1	0	0	1	3
Hearing	30	36	34	49	30	22
Final Action	1	6	1	9	4	5
Appeal with EEOC Office of Federal Operations	7	3	2	3	14	21

Comparative Data		Previous Fiscal Year Data				
Complaint Investigations	2018	2019	2020	2021	2022	3rd Qtr FY23
Pending Complaints Where Investigations Exceeds Required Time Frames	14	31	34	21	22	1

Comparative Data		Previous Fiscal Year Data										
Total Final Actions Finding Discrimination	2018#	2018%	2019#	2019%	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %
Total Number Findings	0		1		1		2		1		2	

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

Comparative Data		Previous Fiscal Year Data											
Findings of Discrimination Rendered by Basis		2018 #	2018 %	2019 #	2019%	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>													
<b>Total Number Findings</b>													
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	1	100%	0	0	1	100%	1	100%	0	0
Sex		0	0	1	100%	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	1	100%	1	100%	1	100%	0	0	2	100%
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
<b>Findings After Hearing</b>													
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	1	100%	0	0	0	0	0	0	0	0
Sex		0	0	1	100%	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	1	100%	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
<b>Findings Without Hearing</b>													
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	1	100%	1	100%	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	1	100%	1	100%	0	0	2	100%
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		2018 #	2018 %	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %
<b>Total Number Findings</b>													
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	1	100%	1	33.33%



