

### No FEAR Act FY23 Q1 Report

\*EEO 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. The difference in reporting will show organizational behaviors instead of individual filers in the areas of Comparative Data Complaints by Basis and Complaints by Issues.

Comparative Data	Previous Fiscal Year Data					1st Qtr FY23
	2018	2019	2020	2021	2022	
<b>Complaint Activity</b>						
Number of Complaints Filed	39	25	31	48	102	19
Number of Complainants	39	24	31	47	100	19
Repeat Filers	0	1	0	1	2	0

Comparative Data	Previous Fiscal Year Data					1st Qtr FY23
	2018	2019	2020	2021	2022	
<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>						
Race	8	4	8	20	27	9
Color	4	0	5	4	11	9
Religion	1	0	1	3	117	2
Reprisal	24	16	21	22	82	23
Sex	20	9	15	18	37	28
Pregnancy Discrimination Act	0	0	0	2	4	0
National Origin	4	4	2	5	19	4
Equal Pay Act	0	0	0	0	1	1
Age	8	7	6	7	14	12
Disability	12	13	8	7	187	16
Genetic Information Non-Disclosure	0	0	2	0	0	1
Non-EEO	1	0	1	0	0	0

Comparative Data	Previous Fiscal Year Data					1st Qtr FY23
	2018	2019	2020	2021	2022	
<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>						
Appointment/Hire	6	2	1	1	10	0
Assignment of Duties	9	9	13	8	18	14
Awards	2	3	0	3	0	2
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	6
Removal	0	4	5	2	11	0
Suspension	0	0	1	0	3	0
Letter of Warning	2	1	1	5	5	0
Other	0	0	0	0	0	0
Duty Hours	0	2	2	0	3	0
Evaluation Appraisal	11	17	17	8	16	5
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	21	15	18	20	174	32
Sexual	0	0	6	2	1	4
Medical Examination	0	4	2	0	0	0
Pay (Including Overtime)	0	1	1	2	0	1
Promotion/Non-Selection	12	11	5	13	17	14

<b>Reassignment</b>						
Denied	4	5	7	5	5	1
Directed	3	4	2	0	11	1
Reasonable Accommodation	4	1	5	1	13	3
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	5
Terms/Conditions of Employment	20	13	5	10	104	9
Time and Attendance	3	4	0	4	12	2
Training	3	1	7	2	23	0
Other	0	0	13	0	0	1

<b>Comparative Data</b>	<b>Previous Fiscal Year Data</b>					
<b>Processing Time</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>1st Qtr FY23</b>
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation stage	615	436	390	343	255	219
Average number of days in final action stage	58	57	71	80	50	50
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	609	397	373	370	277	215
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	250
Average number of days in final action stage	61	58.5	90	85	59	0

<b>Comparative Data</b>	<b>Previous Fiscal Year Data</b>					
<b>Complaints Dismissed by Agency</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>1st Qtr FY23</b>
Total Complaints Dismissed by Agency	6	3	6	11	5	1
Average days pending prior to dismissal	159	35	66	49	22	29
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	3	2	5	1	5	0

<b>Comparative Data</b>	<b>Previous Fiscal Year Data</b>					
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>1st Qtr FY23</b>
Total complaints from previous Fiscal Years	46	48	41	56	54	86
Total Complainants <i>(1st Qtr FY23 total includes cases currently in abeyance)</i>	44	47	40	54	46	125
<b>Number complaints pending</b>						
Investigation	7	2	4	0	5	24
ROI Issued, Pending Complainants Action	1	1	0	0	1	2
Hearing	30	36	34	49	30	37
Final Action	1	6	1	9	4	2
Appeal with EEOC Office of Federal Operations	7	3	2	3	14	21

<b>Comparative Data</b>	<b>Previous Fiscal Year Data</b>					
<b>Complaint Investigations</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>1st Qtr FY23</b>
Pending Complaints Where Investigations Exceeds Required Time Frames	14	31	34	21	22	1





