No FEAR Act FY23 Q4 Report

**OEEO 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 beginning in 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**	**2023**
Number of Complaints Filed	39	25	31	48	102	65
Number of Complainants	39	24	31	47	100	63
Repeat Filers	0	1	0	1	2	2

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 .*	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
Race	8	4	8	20	27	36
Color	4	0	5	4	11	20
Religion	1	0	1	3	117	28
Reprisal	24	16	21	22	82	140
Sex	20	9	15	18	37	108
Pregnancy Discrimination Act	0	0	0	2	4	2
National Origin	4	4	2	5	19	52
Equal Pay Act	0	0	0	0	1	1
Age	8	7	6	7	14	64
Disability	12	13	8	7	187	86
Genetic Information Non-Disclosure	0	0	2	0	0	1
Non-EEO	1	0	1	0	0	0

Comparative Data	Previous Fiscal Year Data					
Complaints by Issue *Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
Appointment/Hire	6	2	1	1	10	10
Assignment of Duties	9	9	13	8	18	73
Awards	2	3	0	3	0	11
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	5	2	1	8	27
Removal	0	4	5	2	11	4
Suspension	0	0	1	0	3	0
Letter of Warning	2	1	1	5	5	9
Other	0	0	0	0	0	1
Duty Hours	0	2	2	0	3	2
Evaluation Appraisal	11	17	17	8	16	55
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	21	15	18	20	174	145
Sexual	0	0	6	2	1	8
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	44
Reassignment						
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	24

Terms/Conditions of Employment	20	13	5	10	104	72
Time and Attendance	3	4	0	4	12	3
Training	3	1	7	2	23	19
Other	0	0	13	0	0	0

Comparative Data	Previous Fiscal Year Data					
Processing Time	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
Complaints pending during fiscal year						
Average number of days in investigation stage	615	436	390	343	255	248
Average number of days in final action stage	58	57	71	80	50	51
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	609	397	373	370	277	243
Average number of days in final action stage	40	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	661	508	312	311	228	231
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**	**2023**
Total Complaints Dismissed by Agency	6	3	6	11	5	3
Average days pending prior to dismissal	159	35	66	49	22	27
Complaints Withdrawn by Complainants						
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**	**2023**
Total complaints from previous Fiscal Years (*FY23 includes cases held in abeyance*)	46	48	41	56	54	108
Total Complainants (*FY23 includes cases held in abeyance*)	44	47	40	54	46	102
Number complaints pending						
Investigation	7	2	4	0	5	3
ROI Issued, Pending Complainants Action	1	1	0	0	1	1
Hearing	30	36	34	49	30	25
Final Action	1	6	1	9	4	1
Appeal with EEOC Office of Federal Operations	7	3	2	3	14	24

Comparative Data	Previous Fiscal Year Data					
Complaint Investigations	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
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 *Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*	**2018 #**	**2018 %**	**2019 #**	**2019%**	**2020#**	**2020 %**	**2021 #**	**2021 %**	**2022 #**	**2022 %**	**2023 #**	**2023 %**
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	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
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	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
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	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 %**
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	1	100%	1	33.33%
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	1	100%	0	0	1	100%	1	100%	1	33.33%
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	1	1	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	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	100%	0	0	0	0	1	33.33%
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	1	100%	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	1	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 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	0	0	1	100%	0	0	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	0	0	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	1	100%	0	0	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	1	33.33%
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	1	100%	0	0	1	33.33%
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	1	100%	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	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	100%	0	0	0	0	1	33.33%
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	1	100%	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