

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: PH-DCMA (and below)

For 4th Quarter 2023 for period ending September 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sep
	2018	2019	2020	2021	2022	
Number of Complaints Filed	61	56	36	28	29	25
Number of Complainants	51	54	36	28	29	25
Repeat Filers	2	2	0	0	0	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sep
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases.</i>						
<i>The sum of the bases may not equal total complaints filed.</i>						
Race	28	23	20	16	11	14
Color	10	9	9	0	3	6
Religion	9	8	3	1	7	2
Reprisal	26	38	20	14	13	11
Sex	22	29	17	11	14	11
PDA	0	0	0	0	0	0
National Origin	9	6	4	8	5	5
Equal Pay Act	0	0	0	0	0	0
Age	29	20	15	7	15	7
Disability	20	21	12	9	9	10
Genetics	1	1	0	0	0	0
Non-EEO	1	1	1	1	1	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru  30-Sep
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>  <b>Starting in FY2022, issues marked with:</b> <b>* are reported under Other Terms / Conditions of Employment.</b> <b>** are reported under Other Disciplinary Actions.</b>	2018	2019	2020	2021	2022	
Appointment/Hire	8	6	2	2	7	1
Assignment of Duties*	14	17	9	6	0	0
Awards	3	3	2	1	1	3
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	2	2	0	0	0	0
Reprimand**	5	2	0	2	0	0
Suspension	2	0	4	2	2	2
Removal	2	0	1	5	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	1	0	0	0	6	2
Other 2**	0	0	0	0	0	0
Duty Hours*	2	1	1	0	1	1
Perf. Eval./ Appraisal	11	10	6	5	5	6
Examination/Test	0	0	0	0	0	1
<b>Harassment</b>						
Non-Sexual	18	25	19	12	17	16
Sexual	0	3	0	1	2	1
Medical Examination	2	1	0	0	1	0
Pay including overtime	8	3	0	0	0	0

Promotion/Non-Selection	16	7	7	4	4	9
Reassignment						
Denied	0	3	3	0	0	1
Directed	2	3	2	0	3	2
Reasonable Accommodation Disability	8	6	2	3	2	4
Reinstatement*	0	0	1	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	11	6	5	1	0	4
Termination	4	5	3	1	0	1
Terms/Conditions of Employment*	18	15	9	5	12	12
Time and Attendance	11	10	8	2	3	4
Training	9	6	2	1	2	2
Other Terms/Conditions of Employment*	0	0	0	0	0	0
User Defined - Other 1*	0	0	1	0	0	0
Processing Time	Comparative Data					2023 Thru 30-Sep
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	247.07	267.32	276.33	318.03	332.07	319.74
Average number of days in final action	17.89	22.75	66.21	64.05	94.08	67.23
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	243.21	259.21	291.86	307.94	209.88	268.62
Average number of days in final action	0.25	3.21	0.33	0	21.47	61.33
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	252.65	274.9	258.22	328.12	401.22	430.5



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
Genetics	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>	1		0		0		1		1		0	
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	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	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
Genetics	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>	0		0		0		0		0		0	
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	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	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	0	0	0	0	0	0
Genetics	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

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment.

\*\* are reported under Other Disciplinary Actions.

[illegible]

[illegible]

[illegible]



Reasonable Accommodation Disability	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	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru
	2018	2019	2020	2021	2022	30-Sep
Total complaints from previous Fiscal Years	49	52	60	63	46	44
Total Complainants	42	42	54	60	45	44
<b>Number complaints pending</b>						
Investigation	0	0	2	2	5	12
ROI issued, pending Complainant's action	0	1	0	0	2	1
Hearing	47	46	47	39	23	19
Final Agency Action	3	3	6	13	8	7
Appeal with EEOC Office of Federal Operations	4	4	5	7	7	11

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru
	2018	2019	2020	2021	2022	30-Sep
Pending Complaints Where Investigations Exceed Required Time Frames	7	3	7	7	12	7