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

		Cor	nparative	e Data								
	Pı	evious Fi	scal Year	Data		2023 Thru						
Complaint Activity	2018	2019	2020	2021	2022	30-Sep						
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						
		Cor	nparative	e Data		-						
Complaints by Basis	Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.	2018	2019	2020	2021	2022	30-Sep						
The sum of the bases may not equal total complaints filed.												
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						

	Pr	Previous Fiscal Year Data									
Complaints by Issue		ı	ı	1	ı	Thru					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						30-Sep					
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of	2018	2019	2020	2021	2022						
Employment. ** are reported under Other											
Disciplinary Actions.											
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					
Disciplinary Action											
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					
Harassment		_		•							
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
		Cor	nparative	Data	-	
	Pr	evious Fi	scal Year	Data		2023 Thru
Processing Time	2018	2019	2020	2021	2022	30-Sep
Complaints pending during fisca	al 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 he	aring was	requeste	ed		
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 he	aring was	not requ	iested		
Average number of days in						
investigation	252.65	274.9	258.22	328.12	401.22	430.5

Average number of days in												
final action	42.55	60.53	131.54	131.75	131.75	138						
		Cor	mparativ	e Data								
	Pr	evious Fi	scal Year	Data		2023						
Complaints Dismissed by					T	Thru						
Agency	2018	2019	2020	2021	2022	30-Sep						
Total Complaints Dismissed by												
Agency	3	2	4	6	0	5						
Average days pending prior to												
dismissal	14	47	97	113.67	0	293						
Compla	aints Withdraw	n by Cor	nplainan	ts								
Total Complaints Withdrawn												
by Complainants	6	3	1	1	3	0						
					Cor	nparative	e Data					
				D	5:	V D-1-					20	23
				Previo	us Fiscai	Year Data	3				Th	ıru
Total Final Agency Actions	2018	3 2019 2020 2021 2022				30-	30-Sep					
Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		1		1		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	1	100	1	100	0	0
					Cor	nparative	Data	•			•	•
Findings of Discrimination				D	5:	V D-+-	_				20	23
Rendered by Basis				Previo	us Fiscai	Year Data	3				Th	ıru
Note: Compleints on he filed												
Note: Complaints can be filed	2018		20	19	20	20	20	21	20)22	30-	Sep
alleging multiple bases.												
The sum of the bases may not												
equal total complaints and	#	%	#	%	#	%	#	%	#	%	#	%
findings.												
Total Number Findings	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
Findings After Hearing	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
Findings Without Hearing	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.

					Cor	nparativ	e Data											
				Previo	us Fiscal `	Year Data	a)23 1ru						
Findings of Discrimination	2018	}	20	19	20)20	20	21	20)22		Sep						
Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%						
Total Number Findings	1		0		0		1		1		0							
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/Perm																		
Status*	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						
Other Disciplinary																		
Actions**	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						
Perf. Eval./ 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	1	100	0	0	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																		
Disability	0	0	0	0	0	0	1	100	1	100	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	1	100	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
Findings After Hearing	1		0		0		1		1		0	
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/Perm												
Status*	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
Other Disciplinary												
Actions**	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
Perf. Eval./ 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	1	100	0	0	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						_				_		
Disability	0	0	0	0	0	0	1	100	1	100	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	1	100	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
Findings Without Hearing	0		0		0		0		0		0	
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/Perm												
Status*	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
Other Disciplinary												
Actions**	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
Perf. Eval./ 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	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
<u> </u>												

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
		Cor	nparative	e Data								
	Dr	evious Fi	scal Voar	Data		2023						
Pending Complaints Filed in	FI	evious Fis	scai i cai	Data		Thru						
Previous Fiscal Years by Status	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						
Number complaints pending			<u>I</u>	1								
Investigation	0	0	2	2	5	12						
	0	0	2	2	5	12						
Investigation	0	0 1	2	2 0	5	12						
Investigation ROI issued, pending												

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

Appeal with EEOC Office of

Federal Operations