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

For 2nd Quarter 2023 for period ending March 31, 2023

	Comparative Data								
	Pr	evious Fi	scal Year	Data		2023 Thru			
<b>Complaint Activity</b>	2021	2022	31-Mar						
Number of Complaints Filed	61	56	36	28	29	13			
Number of Complainants	51	54	36	28	29	13			
Repeat Filers	2	2	0	0	0	0			
		Cor	nparative	e Data					
Complaints by Basis	Pr	evious Fi	scal Year	Data		2023 Thru			
Note: Complaints can be filed alleging multiple bases.	2018	2019	2020	2021	2022	31-Mar			
The sum of the bases may not equal total complaints filed.									
Race	28	23	20	16	11	7			
Color	10	9	9	0	3	4			
Religion	9	8	3	1	7	2			
Reprisal	26	38	20	14	13	7			
Sex	22	29	17	11	14	5			
PDA	0	0	0	0	0	0			
National Origin	9	6	4	8	5	2			
Equal Pay Act	0	0	0	0	0	0			
Age	29	20	15	7	15	3			
Disability	20	21	12	9	9	4			
Genetics	1	1	0	0	0	0			
Non-EEO	1	1	1	1	1	2			

	Comparative Data									
	Pr	Previous Fiscal Year Data								
Complaints by Issue		1				Thru				
Note: Complaints can be filed										
alleging multiple bases. The						31-Mar				
sum of the bases may not						J1-IVIAI				
equal total complaints filed.										
Starting in FY2022, issues	2018	2019	2020	2021	2022					
marked with:	2018	2019	2020	2021	2022					
* are reported under Other										
Terms / Conditions of										
Employment.										
** are reported under Other										
Disciplinary Actions.										
Appointment/Hire	8	6	2	2	7	0				
Assignment of Duties*	14	17	9	6	0	0				
Awards	3	3	2	1	1	1				
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	0				
Removal	2	0	1	5	0	0				
Disciplinary Warning**	0	0	0	0	0	0				
Other Disciplinary										
Actions**	1	0	0	0	6	0				
Other 2**	0	0	0	0	0	0				
Duty Hours*	2	1	1	0	1	0				
Perf. Eval./ Appraisal	11	10	6 0	5 0	5 0	1				
Examination/Test	0	0	U	U	U					
Harassment Non-Sexual	18	25	19	12	17	7				
Sexual	0	3	0	12	2	1				
Medical Examination	2	1	0	0	1	0				
Pay including overtime	8	3	0	0	0	0				
ray iliciduling over tillle	٥		U	U	U	U				

Promotion/Non-Selection	16	7	7	4	4	4
Reassignment						
Denied	0	3	3	0	0	0
Directed	2	3	2	0	3	0
Reasonable Accommodation						
Disability	8	6	2	3	2	2
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	1
Termination	4	5	3	1	0	0
Terms/Conditions of						
Employment*	18	15	9	5	12	3
Time and Attendance	11	10	8	2	3	1
Training	9	6	2	1	2	0
Other Terms/Conditions of						
Employment*	0	0	0	0	0	0
		Cor	nparative	e Data		
	Pr	evious Fi	scal Year	Data		2023 Thru
Processing Time	2018	2019	2020	2021	2022	31-Mar
Complaints pending during fisca						<del></del>
Average number of days in	, ,					
investigation	247.07	267.32	276.33	318.03	332.07	353.55
Average number of days in						
final action	17.89	22.75	66.21	64.05	94.08	69
Complaint pending during fiscal	year where hea	aring was	requeste	ed		
Average number of days in	ĺ	Ι	l .			
investigation	243.21	259.21	291.86	307.94	206.62	254.6
Average number of days in						
final action	0.25	3.21	0.33	0	60.83	0
Complaint pending during fiscal	year where hea	aring was	not requ	ested		
Average number of days in						
investigation	252.65	274.9	258.22	328.12	475.43	436
Average number of days in						
final action	42.55	60.53	131.54	131.75	232.6	138
mar action						

	Comparative Data											
0	Pr	evious Fi	scal Year	Data		2023						
Complaints Dismissed by Agency	2018	2019	2020	2021	2022	Thru 31-Mar						
Total Complaints Dismissed by	2016	2019	2020	2021	2022	31-iviai						
Agency	3	2	4	6	0	1						
Average days pending prior to			7	0	0							
dismissal	14	47	97	113.67	0	175						
	aints Withdrav				U	1/3						
Total Complaints Withdrawn	anits witharav	l by con		<u> </u>								
by Complainants	6	3	1	1	3	0						
by Complainants			<u> </u>	+		nparative	. Data					
	·									20	23	
	Previous Fiscal Year Data											ıru
Total Final Agency Actions	2018		20	19	20	20	20	21	20	)22		Mar
Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	70	0	70	0	70	1	70	1	70	0	70
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
5						nparative	Data					
Findings of Discrimination						•					20	23
Rendered by Basis				Previou	us Fiscal `	Year Data	9					ıru
Note: Complaints can be filed	2018		20	19	20	20	20	21	20	)22	31-	Mar
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:

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

<sup>\*\*</sup> are reported under Other Disciplinary Actions.

	Comparative Data											
				Previo	us Fiscal `	Year Data	a					)23 Iru
Findings of Discrimination	2018		20	19	20	20	20	21	20	)22	31-Mar	
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
-	-	-	=	-	-	=	•	-	•	-	-	

Reasonable Accommodation												
Disability	0	0	0	0	0	0	0	0	0	0	0	
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	
Retirement*	0	0	0	0	0	0	0	0	0	0	0	
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	
Telework	0	0	0	0	0	0	0	0	0	0	0	
Termination	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	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	
Training	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	
		Cor	mparativ	e Data								
	D	revious Fi	scal Voar	Data		2023						
Pending Complaints Filed in	r	TEVIOUS FI	scai i cai	Data		Thru						
Previous Fiscal Years by Status	2018	2019	2020	2021	2022	31-Mar						
Total complaints from												
previous Fiscal Years	49	52	60	63	42	65						
Total Complainants	42	42	54	60	42	65						
Number complaints pending		•										
Investigation	0	0	2	2	5	14						
ROI issued, pending												
Complainant's action	0	1	0	0	2	2						
Hearing	47	46	47	39	23	26						
Final Agency Action	3	3	6	13	7	10						
Appeal with EEOC Office of												

0 0

		Comparative Data									
	Previous Fiscal Year Data										
Complaint Investigations	2018	2019	2020	2021	2022	31-Mar					
Pending Complaints Where											
Investigations Exceed Required											
Time Frames	7	3	7	7	15	18					