

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

For 3rd Quarter 2023 for period ending June 30, 2023

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

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|------|------|------|------|------------------------|
| Non-EEO | 1 | 1 | 1 | 1 | 1 | 2 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2023 Thru 30-Jun |
| <p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with:</p> <p>* are reported under Other Terms / Conditions of Employment.</p> <p>** are reported under Other Disciplinary Actions.</p> | 2018 | 2019 | 2020 | 2021 | 2022 | |
| 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 | 1 |
| Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 2 | 1 | 1 | 0 | 1 | 0 |
| Perf. Eval./ Appraisal | 11 | 10 | 6 | 5 | 5 | 3 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 1 |
| Harassment | | | | | | |
| Non-Sexual | 18 | 25 | 19 | 12 | 17 | 14 |
| Sexual | 0 | 3 | 0 | 1 | 2 | 1 |
| Medical Examination | 2 | 1 | 0 | 0 | 1 | 0 |

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|----------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Pay including overtime | 8 | 3 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 16 | 7 | 7 | 4 | 4 | 6 |
| Reassignment | | | | | | |
| Denied | 0 | 3 | 3 | 0 | 0 | 1 |
| Directed | 2 | 3 | 2 | 0 | 3 | 2 |
| Reasonable Accommodation Disability | 8 | 6 | 2 | 3 | 2 | 3 |
| 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 | 2 |
| Termination | 4 | 5 | 3 | 1 | 0 | 2 |
| Terms/Conditions of Employment* | 18 | 15 | 9 | 5 | 12 | 6 |
| Time and Attendance | 11 | 10 | 8 | 2 | 3 | 3 |
| Training | 9 | 6 | 2 | 1 | 2 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2023 Thru |
| | 2018 | 2019 | 2020 | 2021 | 2022 | 30-Jun |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 247.07 | 267.32 | 276.33 | 318.03 | 332.07 | 347.47 |
| Average number of days in final action | 17.89 | 22.75 | 66.21 | 64.05 | 94.08 | 48.5 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 243.21 | 259.21 | 291.86 | 307.94 | 206.62 | 253.88 |
| Average number of days in final action | 0.25 | 3.21 | 0.33 | 0 | 60.83 | 18.67 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 252.65 | 274.9 | 258.22 | 328.12 | 475.43 | 454.43 |

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| 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 | 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 30-Jun |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Total complaints from previous Fiscal Years | 49 | 52 | 60 | 63 | 42 | 58 |
| Total Complainants | 42 | 42 | 54 | 60 | 42 | 58 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 0 | 2 | 2 | 5 | 19 |
| ROI issued, pending Complainant's action | 0 | 1 | 0 | 0 | 2 | 1 |
| Hearing | 47 | 46 | 47 | 39 | 23 | 24 |
| Final Agency Action | 3 | 3 | 6 | 13 | 7 | 8 |
| Appeal with EEOC Office of Federal Operations | 4 | 4 | 5 | 7 | 8 | 9 |

| Complaint Investigations | Comparative Data | | | | | |
|--------------------------|---------------------------|------|------|------|------|------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 30-Jun |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| | | | | | | |

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| Pending Complaints Where Investigations Exceed Required Time Frames | 7 | 3 | 7 | 7 | 15 | 5 | |
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