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

	Comparative Data											
	P	revious Fi	scal Year	Data		2023 Thru						
Complaint Activity	2018	2019	2020	2021	2022	30-Jun						
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						
		Comparative Data										
Complaints by Basis	Р		2023 Thru									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	30-Jun						
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						

Non-EEO	1	1	1	1	1	2						
		Con	nparative	Data		_						
Complaints by Issue	Pro	Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						30-Jun						
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	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					1 _							
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						

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
		Cor	nparative	e Data		
	Pr	evious Fi	scal Year	Data		2023 Thru
Processing Time	2018	2019	2020	2021	2022	30-Jun
Complaints pending during fisca	al 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 he	aring was	requeste	ed	•	
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 he	aring was	not requ	ested	-	
Average number of days in						
investigation	252.65	274.9	258.22	328.12	475.43	454.43

Average number of days in							ì						
final action	42.55	60.53	131.54	131.75	232.6	138							
		Cor	mparativ	e Data									
Complaints Dismissed by	Pr	evious Fi	scal Year	Data		2023 Thru							
Agency	2018	2019	2020	2021	2022	30-Jun							
Total Complaints Dismissed by													
Agency	3	2	4	6	0	2							
Average days pending prior to													
dismissal	14	47	97	113.67	0	264							
Compl	aints Withdraw	vn by Cor	nplainan	ts	ı								
Total Complaints Withdrawn	_					_							
by Complainants	6	3	1	1	3	9							
					Cor	mparative	e Data						
				Previo	us Fiscal `	Year Data	1				2023 Thru		
		2018 2019 2020 2021 2022											
Total Final Agency Actions	2018	T	<u> </u>	1				1		2022		Jun	
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	mparative	Data						
Findings of Discrimination				Previo	us Fiscal `	Year Data	1					23	
Rendered by Basis			Γ		I				1		Th	ıru	
Note: Complaints can be filed	2040			40		20	20	24			20		
alleging multiple bases.	2018		20	19	20	20	20	21	20)22	30-	Jun	
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	

		1 -								1 _		T _
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.

are reported under Other Disc	Comparative Data											
				Previo	us Fiscal `	Year Data	9				2023 Thru	
Findings of Discrimination	2018	3	20	2019		2020		2021		2022		Jun
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			.1.		•								
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	
L							1						

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	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	nparativ	e Data								
	D	evious Fi	aaal Vaav	Data		2023						
Pending Complaints Filed in	PI	revious Fi	scai Year	Data		Thru						
Previous Fiscal Years by Status	2018	2019	2020	2021	2022	30-Jun						
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						
		Comparative Data										
	Pro	Previous Fiscal Year Data										
Complaint Investigations	2018	2019	2020	2021	2022	30-Jun						
<u> </u>												

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