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

For 4th Quarter 2022 for period ending September 30, 2022

		Cor	nparative	e Data							
	Pr	evious Fi	scal Year	Data		2022 Thru					
Complaint Activity	2017	2021	30-Sep								
Number of Complaints Filed	50	61	56	36	28	29					
Number of Complainants	46	51	54	36	28	29					
Repeat Filers	3	2	2	0	0	0					
		Cor	nparativo	e Data							
Complaints by Basis	Pr	Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases.						30-Sep					
The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021						
Race	20	28	23	20	16	11					
Color	11	10	9	9	0	3					
Religion	4	9	8	3	1	7					
Reprisal	30	26	38	20	14	13					
Sex	21	22	29	17	11	14					
PDA	1	0	0	0	0	0					
National Origin	6	9	6	4	8	5					
Equal Pay Act	0	0	0	0	0	0					
Age	14	29	20	15	7	15					
Disability	23	20	21	12	9	9					
Genetics	0	1	1	0	0	0					
Non-EEO	2	1	1	1	1	1					

	Comparative Data												
Complaints by Issue	P	Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						Thru 30-Sep							
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other	2017	2018	2019	2020	2021								
Disciplinary Actions.													
Appointment/Hire	6	8	6	2	2	7							
Assignment of Duties*	11	14	17	9	6	0							
Awards	0	3	3	2	1	1							
Conversion to Full Time/Perm													
Status*	0	0	0	0	0	0							
Disciplinary Action													
Demotion	1	2	2	0	0	0							
Reprimand**	3	5	2	0	2	0							
Suspension	3	2	0	4	2	2							
Removal	0	2	0	1	5	0							
Disciplinary Warning**	0	0	0	0	0	0							
Other Disciplinary Actions**	0	1	0	0	0	6							
Other 2**	0	0	0	0	0	0							
Duty Hours*	3	2	1	1	0	1							
Perf. Eval./ Appraisal	5	11	10	6	5	5							
Examination/Test	0	0	0	0	0	0							
Harassment													
Non-Sexual	20	18	25	19	12	17							
Sexual	1	0	3	0	1	2							
Medical Examination	2	2	1	0	0	1							
Pay including overtime	0	8	3	0	0	0							
Promotion/Non-Selection	12	16	7	7	4	4							

Denied	1	0	3	3	0	0				
Directed	4	2	3	2	0	3				
Reasonable Accommodation										
Disability	8	8	6	2	3	2				
Reinstatement*	0	0	0	1	0	0				
Religious Accommodation	0	0	0	0	0	0				
Retirement*	1	0	0	0	0	0				
Sex-Stereotyping	0	0	0	0	0	0				
Telework	9	11	6	5	1	0				
Termination	5	4	5	3	1	0				
Terms/Conditions of										
Employment*	12	18	15	9	5	12				
Time and Attendance	11	11	10	8	2	3				
Training	5	9	6	2	1	2				
Other Terms/Conditions of										
Employment*	0	0	0	0	0	0				
		Con	nparative	e Data						
	Dr		scal Voar	Data		2022				
	Previous Fiscal Year Data									
Processing Time	2017	2018	2019	2020	2021	30-Se				
Complaints pending during fisca	al year			•						
Average number of days in										
investigation	204.35	247.07	267.32	276.33	318.03	311.1				
Average number of days in final action	78.04	17.89	22.75	66.21	64.05	64.83				
Average number of days in					64.05	64.83				
Average number of days in final action					64.05	64.83				
Average number of days in final action Complaint pending during fiscal Average number of days in					64.05 307.94					
Average number of days in final action Complaint pending during fiscal	year where hea	aring was	requeste	ed						
Average number of days in final action Complaint pending during fiscal Average number of days in investigation	year where hea	aring was	requeste	ed		209.8				
Average number of days in final action Complaint pending during fiscal Average number of days in investigation Average number of days in	year where hea 199.7 7.75	243.21 0.25	requeste 259.21 3.21	ed 291.86 0.33	307.94	209.8				
Average number of days in final action Complaint pending during fiscal Average number of days in investigation Average number of days in final action	year where hea 199.7 7.75	243.21 0.25	requeste 259.21 3.21	ed 291.86 0.33	307.94	209.8				
Average number of days in final action Complaint pending during fiscal Average number of days in investigation Average number of days in final action Complaint pending during fiscal	year where hea 199.7 7.75	243.21 0.25	requeste 259.21 3.21	ed 291.86 0.33	307.94	209.8 21.47				
Average number of days in final action Complaint pending during fiscal Average number of days in investigation Average number of days in final action Complaint pending during fiscal Average number of days in	year where hea 199.7 7.75 year where hea	243.21 0.25 aring was	requeste 259.21 3.21 not requ	291.86 0.33 ested	307.94 0	209.8 21.47				
Average number of days in final action Complaint pending during fiscal Average number of days in investigation Average number of days in final action Complaint pending during fiscal Average number of days in investigation	year where hea 199.7 7.75 year where hea	243.21 0.25 aring was	requeste 259.21 3.21 not requ	291.86 0.33 ested	307.94 0	64.83 209.8 21.47 401.2 232.6				

Complaints Dismissed by	Pi	revious Fi	scal Year	Data		2022 Thru							
Agency	2017	2018	2019	2020	2021	30-Sep							
Total Complaints Dismissed by													
Agency	5	3	2	4	6	0							
Average days pending prior to													
dismissal	155.2	14	47	97	113.67	0							
Comple	aints Withdrav	vn by Cor	nplainan	ts									
Total Complaints Withdrawn													
by Complainants	3	6	3	1	1	3							
	Comparative Data												
	Previous Fiscal Year Data												
Total Final Agency Actions	2017		20	18	20)19	20	20	20	021	30-	Sep	
Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		1		0		0		1		1		
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	1	100	0	0	0	0	1	100	1	100	
					Cor	nparative	e Data						
Findings of Discrimination Rendered by Basis			_	Previo	us Fiscal `	Year Data	1				2022 Thru		
Note: Complaints can be filed alleging multiple bases.	2017		20	18	20)19	2020 2021				30-Sep		
The sum of the bases may not													
equal total complaints and	#	%	#	%	#	%	#	%	#	%	#	%	
findings.													
Total Number Findings	0		1		0		0		1		1		
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	1	100	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	1	100	1	100			
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	0		1		0		0		1		1				
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	1	100	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	1	100	1	100			
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.

Comparative Data

[Previou	us Fiscal '	Year Data	a					22 Iru
Findings of Discrimination	2017		2018		20	19	20	20	20	21	30-	Sep
Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		1		1	
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	1	100	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	1	100	1	100
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	1	100

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	0		1		0		0		1		1	
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	1	100	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	1	100	1	100
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	1	100
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
		Con	nparative	e Data								
	Dr	evious Fig	scal Voar	Data		2022						
Pending Complaints Filed in	Pr	evious Fis	scal fear	Data		Thru						
Previous Fiscal Years by Status	2017	2018	2019	2020	2021	30-Sep						
Total complaints from												
previous Fiscal Years	43	49	52	60	63	46						
Total Complainants	40	42	42	54	60	45						
Number complaints pending												
Investigation	1	0	0	2	2	4						
ROI issued, pending												
Complainant's action	0	0	1	0	0	2						
Hearing	42	47	46	47	39	26						
Final Agency Action	0	3	3	6	13	8						
Appeal with EEOC Office of												
Federal Operations	4	4	4	5	7	6			_			
		Con	nparative	e Data								
	Dr	evious Fis	cal Voar	Data		2022						
	PI	evious ris	scal fear	Dala		Thru						
Complaint Investigations	2017	2018	2019	2020	2021	30-Sep						
Pending Complaints Where												
Investigations Exceed Required												
Time Frames	4	7	3	7	7	12						