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

For 1st Quarter 2023 for period ending December 31, 2022

		Cor	nparativo	e Data		
	Pr	evious Fi	scal Year	Data		2023 Thru
Complaint Activity	2018	2019	2020	2021	2022	31-Dec
Number of Complaints Filed	61	56	36	28	29	7
Number of Complainants	51	54	36	28	29	7
Repeat Filers	2	2	0	0	2	0
		Cor	nparativo	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-Dec
The sum of the bases may not equal total complaints filed.	2018	2013	2020	2021		
Race	28	23	20	16	11	4
Color	10	9	9	0	3	2
Religion	9	8	3	1	7	0
Reprisal	26	38	20	14	13	3
Sex	22	29	17	11	14	4
PDA	0	0	0	0	0	0
National Origin	9	6	4	8	5	1
Equal Pay Act	0	0	0	0	0	0
Age	29	20	15	7	15	2
Disability	20	21	12	9	9	1
Genetics	1	1	0	0	0	0
Non-EEO	1	1	1	1	1	0

		Cor	nparative	e Data		
Complaints by Issue	Pr	evious Fi	scal Year	Data		2023 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						31-Dec
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other	2018	2019	2020	2021	2022	
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	5	5	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	18	25	19	12	17	3
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	2
Reassignment		-		·		
Denied	0	3	3	0	0	0
Directed	2	3	2	0	3	0
Reasonable Accommodation						
Disability	8	6	2	3	2	0
Reinstatement*	0	0	1	0	0	0
Religious Accommodation	0	0	0	0	0	0
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	2
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
User Defined - Other 1*	0	0	1	0	0	0
		Cor	nparative	e Data		
	Pr	evious Fi	scal Year	Data		2023 Thru
Processing Time	2018	2019	2020	2021	2022	31-Dec
Complaints pending during fisca	al year					
Average number of days in						
investigation	247.07	267.32	276.33	318.03	332.07	323
Average number of days in						
final action	17.89	22.75	66.21	64.05	94.08	0
Complaint pending during fiscal	year where hea	aring was	requeste	ed		
Average number of days in						
investigation	243.21	259.21	291.86	307.94	206.62	313
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	333

Average number of days in												
final action	42.55	60.53		131.75	232.6	0						
		Cor	mparativ	e Data								
	Pr	evious Fi	scal Year	Data		2023						
Complaints Dismissed by						Thru						
Agency	2018	2019	2020	2021	2022	31-Dec						
Total Complaints Dismissed by												
Agency	3	2	4	6	0	0						
Average days pending prior to												
dismissal	14	47	97	113.67	0	0						
Compla	aints Withdrav	vn by Cor	nplainan	ts								
Total Complaints Withdrawn												
by Complainants	6	3	1	1	3	0						
					Cor	mparative	Data					
				Provio	us Eiscal	Year Data					20	23
				FIEVIO	us i iscai						Th	iru
Total Final Agency Actions	2018		20	19	20)20	20	21	20)22	31-	Dec
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	e Data		-		-	_
Findings of Discrimination				Proviou	us Fiscal	Year Data					20	23
Rendered by Basis				Trevior							Th	iru
Note: Complaints can be filed												
alleging multiple bases.	2018		20	19	20	020	20	21	20)22	31-	Dec
				•								
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

* are reported under Other Terms / Conditions of Employment.

****** are reported under Other Disciplinary Actions.

	. ,				Cor	nparative	e Data					
				Previo	us Fiscal '	Year Data	a)23 Iru
Findings of Discrimination	201	3	20	19	20	20	20	21	20)22	31-	Dec
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
				J								
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
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	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								P	P		!	
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	mparative	e Data								
	Dr	evious Ei	scal Year	Data		2023						
Pending Complaints Filed in	r i	evious I i	scaliteat	Data		Thru						
Previous Fiscal Years by Status	2018	2019	2020	2021	2022	31-Dec						
Total complaints from												
previous Fiscal Years	49	52	60	63	42	69						
Total Complainants	42	42	54	60	42	69						
Number complaints pending		-										
Investigation	0	0	2	2	5	20						
ROI issued, pending												
Complainant's action	0	1	0	0	2	1						
Hearing	47	46	47	39	23	27						
Final Agency Action	3	3	6	13	7	8						
Appeal with EEOC Office of												
Federal Operations	4	4	5	7	118	118			_			
		Cor	mparative	e Data								
		evious Fi		_ .		2023						
	Dr		scal voor	Data								

		T	I	-		-
Complaint Investigations	2018	2019	2020	2021	2022	31-Dec
Pending Complaints Where						
Investigations Exceed Required						
Time Frames	7	3	7	7	15	22