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MicroPact iComplaints System

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Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HQ (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	46	54	82	79	70	43
Number of Complainants	45	52	79	73	67	42
Repeat Filers	1	1	3	6	3	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2018	2019	2020	2021	2022	
Race	28	27	48	43	26	20
Color	7	10	25	27	13	12
Religion	1	2	3	7	6	2
Reprisal	22	37	43	59	39	21
Sex	16	24	30	31	29	17
PDA	0	0	0	2	0	1
National Origin	4	5	8	12	11	5
Equal Pay Act	0	0	0	0	0	0
Age	11	21	28	27	19	18
Disability	12	25	24	28	29	11

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2018	2019	2020	2021	2022	
Genetics	0	1	0	0	0	0
Non-EEO	0	1	4	5	2	3

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.	2018	2019	2020	2021	2022	
Appointment/Hire	5	6	5	3	6	<u>4</u>
Assignment of Duties*	0	0	0	0	0	<u>0</u>
Awards	0	2	2	0	2	<u>0</u>
Conversion to Full Time/Perm Status*	0	0	0	0	0	<u>0</u>
Disciplinary Action						
Demotion	1	0	2	1	0	<u>1</u>
Reprimand**	0	0	0	0	0	<u>0</u>
Suspension	3	3	11	4	6	<u>4</u>
Removal	1	2	4	6	1	<u>0</u>
Disciplinary Warning**	0	0	0	0	0	<u>0</u>
Other Disciplinary Actions**	2	8	15	12	9	<u>2</u>
Other 2**	0	0	0	0	0	<u>0</u>
Duty Hours*	0	0	0	0	0	<u>0</u>
Perf. Eval./ Appraisal	6	8	18	25	10	<u>7</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	14	19	45	56	23	<u>19</u>
Sexual	1	2	4	2	0	<u>3</u>
Medical Examination	0	2	3	1	1	<u>0</u>
Pay including overtime	2	4	6	3	2	<u>1</u>
Promotion/Non-Selection	5	9	13	16	8	<u>3</u>
Reassignment						
Denied	0	0	2	6	0	<u>2</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.	2018	2019	2020	2021	2022	
Directed	1	2	5	9	5	<u>0</u>
Reasonable Accommodation Disability	5	6	8	7	5	<u>1</u>
Reinstatement*	0	0	0	0	0	<u>0</u>
Religious Accommodation	0	0	0	1	0	<u>0</u>
Retirement*	0	0	0	0	0	<u>0</u>
Sex-Stereotyping	0	0	0	0	0	<u>0</u>
Telework	3	4	8	2	0	<u>0</u>
Termination	3	4	7	6	8	<u>4</u>
Terms/Conditions of Employment*	0	0	0	0	0	<u>0</u>
Time and Attendance	2	6	13	15	7	<u>3</u>
Training	2	5	4	0	1	<u>2</u>
Other Terms/Conditions of Employment*	10	23	29	31	24	<u>10</u>
User Defined - Other 1*	0	0	0	0	0	<u>0</u>
User Defined - Other 2*	0	0	0	0	0	<u>0</u>
User Defined - Other 3*	0	0	0	0	0	<u>0</u>
User Defined - Other 4*	0	0	0	0	0	<u>0</u>

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	254.54	260.38	243.65	288.48	276.60	222.88
Average number of days in final action	131.53	180.35	157.13	265.56	108.18	36.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	234.83	242.28	257.88	302.06	271.31	253.39
Average number of days in final action	89.60	123.79	84.75	41.67	41.41	35.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	281.50	277.53	232.65	273.73	257.83	200.80
Average number of days in final action	215.40	294.38	322.57	367.77	133.24	37.42

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	0	11	5	2	6	4
Average days pending prior to dismissal	0	233	191	171	379	144
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	8	5	7	8	7	4

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
<u>Note: Complaints can be filed alleging multiple bases.</u> <u>The sum of the bases may not equal total complaints and findings.</u>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		0		1		0	
Race	0	0	0	0	1	100	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	1	100	0	0
Sex	0	0	1	100	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	1	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	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	0		0		0		0		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	0	0	0	0	0	0	0	0	1	100	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	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
<u>Note: Complaints can be filed alleging multiple bases.</u> <u>The sum of the bases may not equal total complaints and findings.</u>	#	%	#	%	#	%	#	%	#	%	#	%
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		1		1		0		0		0	
Race	0	0	0	0	1	100	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	1	100	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	1	100	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		0		1		0	
Appointment/Hire	0	0	1	100	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	1	100	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
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
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 After Hearing	0		0		0		0		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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
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	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	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
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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0		1		1		0		0		0	
Appointment/Hire	0	0	1	100	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	1	100	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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
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
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	41	42	50	75	63	69
Total Complainants	41	40	48	71	62	67
Number complaints pending						
Investigation	4	1	0	1	1	6
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	28	31	33	52	54	53
Final Agency Action	11	10	13	23	9	12
Appeal with EEOC Office of Federal Operations	18	24	32	28	25	16

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	4	1	5	13	2	0

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