



Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 31-Dec
	2019	2020	2021	2022	2023	
Number of Complaints Filed	120	153	88	105	113	26
Number of Complainants	119	147	87	103	107	26
Repeat Filers	1	6	1	2	6	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 31-Dec
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	47	76	45	53	57	11
Color	22	40	16	31	31	6
Religion	7	15	7	16	12	1
Reprisal	79	95	51	65	69	11
Sex	50	81	44	40	40	8
PDA	0	0	2	0	2	1
National Origin	26	31	21	17	25	8
Equal Pay Act	0	0	0	0	0	0
Age	48	77	24	38	35	7
Disability	61	75	35	49	56	12
Genetics	1	1	1	0	1	1
Non-EEO	8	18	9	8	8	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 31-Dec
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	6	4	1	2	4	2
Assignment of Duties	1	3	0	0	0	0
Awards	0	0	0	0	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	2	1	2	1	1	0
Reprimand	6	7	1	0	0	0
Suspension	3	6	8	9	4	0
Removal	5	3	3	7	4	3
Other Disciplinary Action	0	0	0	0	0	1
Other 2	0	0	0	0	0	0

Duty Hours	2	0	1	0	0	0
Perf. Eval./ Appraisal	25	22	28	23	12	3
Examination/Test	0	0	0	2	1	0
<b>Harassment</b>						
Non-Sexual	58	91	56	68	73	15
Sexual	5	8	3	0	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	4	2	2	1	5	1
Promotion/Non-Selection	27	36	8	32	28	7
<b>Reassignment</b>						
Denied	1	7	2	3	1	1
Directed	5	1	2	4	1	1
Reasonable Accommodation Disability	30	38	16	24	29	8
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	1	3	2	3	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	2	1	2	2	0
Termination	21	24	17	11	26	3
Terms/Conditions of Employment	13	11	6	0	0	0
Time and Attendance	3	1	3	3	1	1
Training	2	5	1	0	1	0
Other Terms/Conditions of Employment	0	0	0	0	0	7
User Defined-Other 1	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					<b>2024 Thru 31-Dec</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Complaints pending during fiscal year						
Average number of days in investigation	299.88	243.99	271.03	264.02	269.85	247.37
Average number of days in final action	130.52	161.84	206.81	121.73	39.41	39.43
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	286.06	229.11	251.87	274.29	268.17	207.73
Average number of days in final action	73.65	89.84	86.35	79.2	33.05	34.08
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	288.77	267.56	293.91	245.57	278.23	258.36
Average number of days in final action	1515.32	324.81	370.45	180.59	50.72	48.13
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					<b>2024 Thru 31-Dec</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Total Complaints Dismissed by Agency	3	9	4	8	9	0
Average days pending prior to dismissal	176	403	123	118	169	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	8	17	6	10	12	3
	<b>Comparative Data</b>					<b>2024</b>
	<b>Previous Fiscal Year Data</b>					







<b>Disciplinary Action</b>												
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
Disciplinary Warning	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
Other 2	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
<b>Harassment</b>												
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
<b>Reassignment</b>												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	0	0	1	100	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
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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2024 Thru 31-Dec</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
Total complaints from previous Fiscal Years	149	147	133	61	42	101						
Total Complainants	137	135	127	59	39	96						
<b>Number complaints pending</b>												
Investigation	1	0	0	0	2	36						
ROI issued, pending Complainant's action	0	0	1	0	0	6						
Hearing	113	106	93	49	30	49						
Final Agency Action	35	38	34	10	8	4						
Appeal with EEOC Office of Federal Operations	85	110	25	31	35	40						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 31-Dec
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	0	0	0	0
<b>Class Complaints Pending EEOC Certification</b>	0	0	0	1	1	0
Basis Disability	0	0	0	1	0	0
Basis Race/Color African American/Black	0	0	0	0	1	0
Issue Hiring Assessment/Reasonable Accommodation	0	0	0	1	0	0
Issue Training/Discharge	0	0	0	0	1	0