

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

DOC (Includes Sub-Level Offices)

For 3rd Quarter 2024 for period ending June 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	196	531	418	196	160	127
Number of Complainants	186	526	413	188	154	122
Repeat Filers	10	5	5	7	6	5

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	
Race	72	204	156	65	67	44
Color	40	68	77	35	31	24
Religion	23	42	18	62	20	5
Reprisal	134	255	219	130	90	96
Sex	86	174	145	53	47	44
PDA	0	6	6	1	2	2
National Origin	35	63	49	17	16	19
Equal Pay Act	0	1	1	0	1	1
Age	80	172	138	66	56	47
Disability	93	186	143	88	83	52
Genetics	0	3	1	6	1	4
Non-EEO	3	24	14	4	1	1

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</p>	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Appointment/Hire	11	42	27	14	9	5
Assignment of Duties*	57	111	108	0	0	0
Awards	2	1	10	3	4	2
Conversion to Full Time/Perm Status*	0	1	0	0	0	0
Disciplinary Action						
Demotion	2	13	7	2	0	0
Reprimand**	16	22	16	0	0	0
Suspension	8	7	10	16	4	6
Removal	0	2	0	0	0	0
Other Disciplinary Actions**	0	0	0	15	14	14
Other 2**	0	0	0	0	0	0
Duty Hours*	1	4	1	0	0	0
Perf. Eval./ Appraisal	43	33	37	32	31	30
Examination/Test	0	1	0	0	1	0
Harassment						
Non-Sexual	109	294	257	107	88	74
Sexual	8	11	16	5	3	7
Medical Examination	0	0	0	1	0	0
Pay including overtime	10	39	47	10	7	9
Promotion/Non-Selection	23	39	38	18	20	10
Reassignment						
Reassignment: Denied/Directed	1	8	6	3	4	2
Directed	4	7	12	4	4	5
Reasonable Accommodation Disability	35	54	55	24	33	23
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	3	0	22	4	2
Retirement*	4	0	0	0	0	0
Sex-Stereotyping	0	1	0	0	1	0
Telework	9	16	9	8	6	7
Termination	73	261	194	36	20	25
Terms/Conditions of Employment*	59	93	80	0	0	0
Time and Attendance	30	53	47	21	14	19
Training	16	40	41	12	13	13
Other Terms/Conditions of Employment*	0	0	0	99	71	53
User Defined - Other 1*	1	1	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Findings Without Hearing	2		0		2		5		4		1	
Appointment/Hire	0	0	0	0	0	0	1	20	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
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
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	50	0	0	2	100	2	40	2	50	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	1	50	0	0	0	0	1	20	0	0	0	0
Reassignment												
Reassignment: Denied/Directed	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	1	50	0	0	0	0	2	40	0	0	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	1	50	0	0	0	0	1	20	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	2	40	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	143	0	364	260	160	173
Total Complainants	135	0	354	253	153	155
Number complaints pending						
Investigation	2	0	15	1	0	14
ROI issued, pending Complainant's action	0	0	3	1	39	40
Hearing	123	0	236	222	86	88
Final Agency Action	15	0	60	17	14	3
Appeal with EEOC Office of Federal Operations	13	0	13	69	99	80

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	2	22	139	1	0	2