

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

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Jun
	2018	2019	2020	2021	2022	
Number of Complaints Filed	61	56	36	28	29	21
Number of Complainants	51	54	36	28	29	21
Repeat Filers	2	2	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Jun
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases.</i>						
<i>The sum of the bases may not equal total complaints filed.</i>						
Race	28	23	20	16	11	12
Color	10	9	9	0	3	5
Religion	9	8	3	1	7	2
Reprisal	26	38	20	14	13	11
Sex	22	29	17	11	14	6
PDA	0	0	0	0	0	0
National Origin	9	6	4	8	5	6
Equal Pay Act	0	0	0	0	0	0
Age	29	20	15	7	15	5
Disability	20	21	12	9	9	6
Genetics	1	1	0	0	0	0

Non-EEO	1	1	1	1	1	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Jun
<p><b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b></p> <p><b>Starting in FY2022, issues marked with:</b></p> <p><b>* are reported under Other Terms / Conditions of Employment.</b></p> <p><b>** are reported under Other Disciplinary Actions.</b></p>	2018	2019	2020	2021	2022	
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
<b>Disciplinary Action</b>						
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	1
Other 2**	0	0	0	0	0	0
Duty Hours*	2	1	1	0	1	0
Perf. Eval./ Appraisal	11	10	6	5	5	3
Examination/Test	0	0	0	0	0	1
<b>Harassment</b>						
Non-Sexual	18	25	19	12	17	14
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	6
<b>Reassignment</b>						
Denied	0	3	3	0	0	1
Directed	2	3	2	0	3	2
Reasonable Accommodation Disability	8	6	2	3	2	3
Reinstatement*	0	0	1	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	11	6	5	1	0	2
Termination	4	5	3	1	0	2
Terms/Conditions of Employment*	18	15	9	5	12	6
Time and Attendance	11	10	8	2	3	3
Training	9	6	2	1	2	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>30-Jun</b>
Complaints pending during fiscal year						
Average number of days in investigation	247.07	267.32	276.33	318.03	332.07	347.47
Average number of days in final action	17.89	22.75	66.21	64.05	94.08	48.5
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	243.21	259.21	291.86	307.94	206.62	253.88
Average number of days in final action	0.25	3.21	0.33	0	60.83	18.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	252.65	274.9	258.22	328.12	475.43	454.43













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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Jun
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	49	52	60	63	42	58
Total Complainants	42	42	54	60	42	58
<b>Number complaints pending</b>						
Investigation	0	0	2	2	5	19
ROI issued, pending Complainant's action	0	1	0	0	2	1
Hearing	47	46	47	39	23	24
Final Agency Action	3	3	6	13	7	8
Appeal with EEOC Office of Federal Operations	4	4	5	7	8	9

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Jun
	2018	2019	2020	2021	2022	

Pending Complaints Where Investigations Exceed Required Time Frames	7	3	7	7	15	5	
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