

# 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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 31-Dec
	2018	2019	2020	2021	2022	
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
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 31-Dec
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 31-Dec
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>						
<b>Starting in FY2022, issues marked with:</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
<b>* are reported under Other Terms / Conditions of Employment.</b>						
<b>** are reported under Other Disciplinary Actions.</b>						
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	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
<b>Harassment</b>						
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
<b>Reassignment</b>						
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 31-Dec</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Complaints pending during fiscal 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 hearing was requested						
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 hearing was not requested						
Average number of days in investigation	252.65	274.9	258.22	328.12	475.43	333



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
<b>Findings After Hearing</b>												
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
<b>Findings Without Hearing</b>												
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

Starting in FY2022, issues marked with:



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
<b>Findings After Hearing</b>												
Appointment/Hire	1		0		0		1		1		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
<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
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
<b>Harassment</b>												
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
<b>Reassignment</b>												
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





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
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 31-Dec
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	49	52	60	63	42	69
Total Complainants	42	42	54	60	42	69
<b>Number complaints pending</b>						
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
	Comparative Data					
	Previous Fiscal Year Data					2023 Thru

<b>Complaint Investigations</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>31-Dec</b>
Pending Complaints Where Investigations Exceed Required Time Frames	7	3	7	7	15	22