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

Department of the Interior (Includes Sub-Level Offices)

For 2nd Quarter 2024 for period ending March 31, 2024

| | | Comparative Data | | | | | | | | | | |
|----------------------------|------|------------------|----------------------|------|------|-----------------|--|--|--|--|--|--|
| Part 1 Complaint Activity | | Pre | evious Fiscal Year D | Data | | 0004 Th 00 04 | | | | | | |
| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 Thru 03-31 | | | | | | |
| Number of Complaints Filed | 297 | 278 | 240 | 257 | 264 | 135 | | | | | | |
| Number of Complainants | 293 | 269 | 232 | 249 | 260 | 132 | | | | | | |
| Repeat Filers | 4 | 9 | 8 | 8 | 4 | 3 | | | | | | |

| Dort 2 Complaints by Posis | | | Compara | ative Data | | |
|---|------|------|----------------------|------------|------|--------------------|
| Part 2 Complaints by Basis | | Pre | evious Fiscal Year D | Data | | 2024 Thru |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 Thru 03-31 |
| Race | 76 | 72 | 83 | 60 | 76 | 42 |
| Color | 29 | 28 | 20 | 27 | 31 | 18 |
| Religion | 8 | 9 | 12 | 32 | 14 | 5 |
| Reprisal | 157 | 151 | 152 | 125 | 148 | 78 |
| Sex | 103 | 107 | 94 | 79 | 84 | 60 |
| PDA | 2 | 3 | 2 | 1 | 1 | 2 |
| National Origin | 32 | 12 | 34 | 25 | 27 | 23 |
| Equal Pay Act | 1 | 1 | 2 | 4 | 3 | 0 |
| Age | 113 | 101 | 76 | 77 | 102 | 43 |
| Disability | 87 | 103 | 76 | 84 | 108 | 48 |
| Genetics | 2 | 1 | 0 | 3 | 5 | 0 |
| Non-EEO | 16 | 16 | 8 | 6 | 5 | 7 |

| Part 3 Complaints By Issue | | | Compar | ative Data | | | | | | |
|---|---------------------------|------|--------|------------|------|----------|--|--|--|--|
| 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. The reporting of Reassignment Claims has been changed from two separate Denied and | Previous Fiscal Year Data | | | | | | | | | |
| 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. | 2019 | 2020 | 2021 | 2022 | 2023 | | | | | |
| Appointment/Hire | 35 | 37 | 40 | 30 | 11 | 9 | | | | |
| Assignment of Duties* | 38 | 21 | 26 | 18 | 0 | 0 | | | | |
| Awards | 7 | 3 | 5 | 2 | 2 | 0 | | | | |
| Conversion to Full Time/Perm Status* | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| Disciplinary Action | | | | | | | | | | |
| Demotion | 1 | 0 | 1 | 1 | 1 | 0 | | | | |
| Reprimand** | 7 | 12 | 9 | 6 | 0 | 0 | | | | |
| Suspension | 8 | 16 | 15 | 14 | 10 | 6 | | | | |
| Removal | 10 | 22 | 5 | 3 | 4 | 2 | | | | |
| Other Disciplinary Actions** | 2 | 3 | 9 | 7 | 29 | 13 | | | | |
| Other 2** | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| Duty Hours* | 5 | 5 | 5 | 4 | 0 | 0 | | | | |
| Perf. Eval./ Appraisal | 33 | 32 | 31 | 28 | 25 | 11 | | | | |
| Examination/Test | 0 | 0 | 5 | 1 | 1 | 0 | | | | |
| Harassment | | | | | | | | | | |
| Non-Sexual | 151 | 126 | 114 | 125 | 142 | 80 | | | | |
| Sexual | 8 | 8 | 4 | 2 | 2 | 2 | | | | |
| Medical Examination | 1 | 2 | 0 | 3 | 3 | 0 | | | | |
| Pay including overtime | 6 | 4 | 11 | 10 | 11 | 3 | | | | |
| Promotion/Non-Selection | 23 | 39 | 27 | 35 | 43 | 26 | | | | |
| Reassignment | | | | | _ | . | | | | |
| Reassignment: Denied/Directed | 3 | 7 | 2 | 3 | 9 | 4 | | | | |
| Directed | 14 | 6 | 7 | 1 | 0 | 0 | | | | |
| Reasonable Accommodation Disability | 22 | 40 | 25 | 28 | 46 | 17 | | | | |
| Reinstatement* | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| Religious Accommodation | 0 | 0 | 0 | 16 | 1 | 0 | | | | |
| Retirement* | 1 | 2 | 2 | 4 | 0 | 0 | | | | |
| Sex-Stereotyping | 0 | 0 | 1 | 0 | 1 | 2 | | | | |
| Telework | 3 | 4 | 3 | 11 | 5 | 5 | | | | |
| Termination | 22 | 25 | 23 | 23 | 20 | 9 | | | | |
| Terms/Conditions of Employment* | 35 | 35 | 26 | 23 | 0 | 0 | | | | |
| Time and Attendance | 14 | 21 | 12 | 7 | 18 | 9 | | | | |
| Training | 13 | 13 | 6 | 9 | 12 | 4 | | | | |
| Other Terms/Conditions of Employment* | 11 | 12 | 12 | 17 | 81 | 35 | | | | |
| User Defined - Other 1* | 0 | 0 | 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 | | | | |

| | | | Compar | ative Data | | |
|---|------------------------|--------|----------------------|------------|--------|-----------------|
| Part 4 Processing Time | | Pro | evious Fiscal Year D | Data | | 2024 Thru 02 24 |
| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 Thru 03-31 |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 203.24 | 183.81 | 224.48 | 179.68 | 181.59 | 220.49 |
| Average number of days in final action | 55.4 | 112.45 | 108.1 | 46.31 | 92.45 | 109.48 |
| Complaints pending during fiscal year where h | nearing was requested | | | - | | |
| Average number of days in investigation | 205.16 | 179.02 | 225.26 | 198.57 | 182.48 | 228.14 |
| Average number of days in final action | 40.58 | 74 | 66.07 | 34.61 | 44.64 | 24.70 |
| Complaints pending during fiscal year where h | nearing was not reques | ted | | | • | |
| Average number of days in investigation | 203.32 | 180.04 | 210.81 | 173.35 | 184.26 | 209.08 |
| Average number of days in final action | 73.59 | 157.66 | 157.12 | 62.4 | 221.38 | 179.78 |

| | Comparative Data | | | | | | | | | | |
|--|-------------------|-----------------|-----------------|--------|--------|-----------------|--|--|--|--|--|
| Part 5 Complaints Dismissed by Agency | | Prev | ous Fiscal Year | Data | | | | | | | |
| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 Thru 03-31 | | | | | |
| Part 5 Complaints Dismissed by Agency | 32 | 26 | 21 | 26 | 6 | 5 | | | | | |
| Average days pending prior to dismissal | 209.73 | 165.41 | 178.18 | 101.77 | 207.17 | 107.40 | | | | | |
| | Complaints Withdr | rawn by Complai | nants | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 13 | 20 | 22 | 14 | 14 | 11 | | | | | |

| | Comparative Data | | | | | | | | | | | | |
|--|------------------|-----|----|-------|---------|----------|------|-----|----|-----|------|--------|--|
| Dowt C. Total Final Against Actions Finding Discrimination | | | | Previ | ous Fis | cal Year | Data | | | | 2024 | 4 Thru | |
| Part 6 Total Final Agency Actions Finding Discrimination | 20 | 019 | 20 |)20 | 20 |)21 | 20 |)22 | 20 |)23 | 03 | 3-31 | |
| | # | % | # | % | # | % | # | % | # | % | # | % | |
| Total Number Findings | 4 | | 7 | | 26 | | 2 | | 4 | | 1 | | |
| Without Hearing | 0 | 0 | 4 | 57 | 21 | 81 | 1 | 50 | 2 | 50 | 1 | 100 | |
| With Hearing | 4 | 100 | 3 | 43 | 5 | 19 | 1 | 50 | 2 | 50 | 0 | 0 | |

| Part 7 Finding of Discrimination Rendered by | | | | | | Compara | tive Data | | | | | | |
|--|----|-------|----|-------|-----------|------------|-----------|-------|----|-------|-----------|--------|--|
| Basis | | | | Pre | vious Fis | cal Year D | ata | | | | 2024 Thru | | |
| Note: Complaints can be filed alleging multiple | 20 |)19 | 20 |)20 | 20 |)21 | 2022 | | 20 |)23 | 03 |)3-31 | |
| bases. The sum of the bases may not equal total complaints and findings. | # | % | # | % | # | % | # | % | # | % | # | % | |
| Total Number Findings | 5 | | 7 | | 36 | | 2 | | 4 | | 1 | | |
| Race | 0 | 0.00 | 1 | 14.29 | 8 | 30.77 | 0 | 0.00 | 1 | 20.00 | 0 | 0.00 | |
| Color | 0 | 0.00 | 1 | 14.29 | 4 | 15.38 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | |
| Religion | 0 | 0.00 | 0 | 0.00 | 1 | 3.85 | 0 | 0.00 | 1 | 20.00 | 0 | 0.00 | |
| Reprisal | 3 | 75.00 | 4 | 57.14 | 20 | 76.92 | 1 | 50.00 | 2 | 40.00 | 1 | 100.00 | |
| Sex | 2 | 50.00 | 2 | 28.57 | 12 | 46.15 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | |
| National Origin | 0 | 0.00 | 1 | 14.29 | 2 | 7.69 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | |
| Age | 2 | 50.00 | 2 | 28.57 | 4 | 15.38 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | |
| Disability | 0 | 0.00 | 4 | 57.14 | 8 | 30.77 | 1 | 50.00 | 1 | 20.00 | 1 | 100.00 | |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | |

| Findings After Hearing | 5 | | 3 | | 14 | | 1 | | 2 | | 0 | |
|-------------------------|---|-------|---|--------|----|--------|---|--------|---|--------|---|--------|
| Race | 0 | 0.00 | 0 | 0.00 | 4 | 80.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color | 0 | 0.00 | 0 | 0.00 | 1 | 20.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 3 | 75.00 | 1 | 33.33 | 5 | 100.00 | 1 | 100.00 | 2 | 100.00 | 0 | 0.00 |
| Sex | 2 | 50.00 | 1 | 33.33 | 2 | 40.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 0 | 0.00 | 0 | 0.00 | 1 | 20.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 2 | 50.00 | 2 | 66.67 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability | 0 | 0.00 | 3 | 100.00 | 3 | 60.00 | 0 | 0.00 | 1 | 50.00 | 0 | 0.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| | | | | | | | | | | | | |
| Finding Without Hearing | 0 | | 4 | | 22 | | 1 | | 2 | | 1 | |
| Race | 0 | 0.00 | 1 | 25.00 | 4 | 19.05 | 0 | 0.00 | 1 | 50.00 | 0 | 0.00 |
| Color | 0 | 0.00 | 1 | 25.00 | 3 | 14.29 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 0 | 0.00 | 1 | 4.76 | 0 | 0.00 | 1 | 50.00 | 0 | 0.00 |
| Reprisal | 0 | 0.00 | 3 | 75.00 | 15 | 71.43 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Sex | 0 | 0.00 | 1 | 25.00 | 10 | 47.62 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 0 | 0.00 | 1 | 25.00 | 1 | 4.76 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 0 | 0.00 | 0 | 0.00 | 4 | 19.05 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability | 0 | 0.00 | 1 | 25.00 | 5 | 23.81 | 1 | 100.00 | 0 | 0.00 | 1 | 100.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

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.

| | | | | | | ompar | | | | | | |
|--|-----|-----|----|--------|--------|---------|---------|----|----|-----|---|--------|
| Part 8 Finding of Discrimination Rendered by Issue | | | 1 | Previo | us Fis | cal Yea | ar Data | 1 | 1 | | | Thru 0 |
| Tart of maing of Discrimination Rendered by 1994e | 20 |)19 | 20 | 20 | 20 |)21 | 20 | 22 | 20 |)23 | | 31 |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 4 | | 7 | | 26 | | 2 | | 5 | | 1 | |
| Appointment/Hire | 0 | 0 | 3 | 43 | 3 | 12 | 0 | 0 | 2 | 40 | 0 | 0 |
| Assignment of Duties* | 3 | 75 | 0 | 0 | 8 | 31 | 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 | 2 | 8 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 1 | 4 | 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 | 1 | 25 | 0 | 0 | 3 | 12 | 1 | 50 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | • | | | ! | • | | | ! | • | • | • | • |
| Sexual | 2 | 50 | 0 | 0 | 2 | 8 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 1 | 25 | 1 | 14 | 15 | 58 | 0 | 0 | 1 | 20 | 1 | 100 |
| 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 | 1 | 14 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | ļ . | | | | l . | Į. | | | | | | |
| 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 | 0 | 0 | 1 | 14 | 7 | 27 | 1 | 50 | 1 | 20 | 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 | 3 | 12 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 1 | 25 | 1 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment* | 1 | 25 | 0 | 0 | 10 | 42 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 1 | 25 | 0 | 0 | 3 | 12 | 0 | 0 | 0 | 0 | 1 | 100 |
| Training | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 1 | 14 | 1 | 4 | 0 | 0 | 1 | 20 | 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 | 4 | | 3 | | 5 | | 1 | | 2 | | 0 | |
|---------------------------------------|---|----|---|-----|---|----|---|-----|---|----|---|---|
| Appointment/Hire | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties* | 3 | 75 | 0 | 0 | 4 | 80 | 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 | | l | | l . | | | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand** | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 1 | 20 | 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 | 1 | 25 | 0 | 0 | 3 | 60 | 1 | 100 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | ! | ! | ! | ! | ! | ! | ! | | ! | | ! |
| Sexual | 2 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 1 | 25 | 1 | 33 | 4 | 80 | 0 | 0 | 1 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 1 | 33 | 2 | 40 | 0 | 0 | 1 | 50 | 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 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 1 | 25 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment* | 1 | 25 | 0 | 0 | 4 | 80 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 1 | 25 | 0 | 0 | 3 | 60 | 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 | 1 | 33 | 0 | 0 | 0 | 0 | 1 | 50 | 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 Without Hearing | 0 | | 4 | | 21 | | 1 | | 3 | | 1 | |
| Appointment/Hire | 0 | 0 | 3 | 75 | 3 | 10 | 0 | 0 | 2 | 67 | 0 | 0 |
| Assignment of Duties* | 0 | 0 | 0 | 0 | 4 | 19 | 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 | 1 | 5 | 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 | , | ! | ! | | ! | ! | ! | ! | ! | ! | <u>!</u> | ! |
| Sexual | 0 | 0 | 0 | 0 | 2 | 10 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 0 | 0 | 0 | 0 | 11 | 52 | 0 | 0 | 0 | 0 | 1 | 100 |
| 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 | 1 | 25 | 1 | 5 | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 5 | 24 | 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 | 2 | 10 | 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 | 6 | 33 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| Training | 0 | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 1 | 5 | 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 |

| | | | Compar | ative Data | | |
|--|------|------|-----------|------------|------|-------|
| Part 9 Complaints Pending from Previous Fiscal Years By Status | | | 2024 Thru | | | |
| | 2019 | 2020 | 2021 | 2022 | 2023 | 03-31 |
| Total complaints from previous Fiscal Years | 280 | 272 | 199 | 136 | 156 | 266 |
| Total Complainants | 267 | 264 | 191 | 127 | 143 | 250 |
| Number complaints pending | | | | | | |
| Investigation | 8 | 3 | 1 | 0 | 0 | 26 |
| ROI issued, pending Complainant's action | 2 | 1 | 0 | 1 | 15 | 53 |
| Hearing | 256 | 219 | 183 | 112 | 75 | 105 |
| Final Agency Action | 16 | 47 | 14 | 19 | 73 | 115 |
| Appeal with EEOC Office of Federal Operations | 44 | 58 | 78 | 65 | 59 | 75 |

| Part 10 Complaint Investigations | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|-----------|
| | Previous Fiscal Year Data | | | | | 2024 Thru |
| | 2019 | 2020 | 2021 | 2022 | 2023 | 03-31 |
| Pending Complaints Where Investigations Exceed Required Time Frames | 9 | 2 | 9 | 2 | 3 | 7 |