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

BIE School:BIE (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	lata		2024 Thru 03-31							
	2019	19 2020 2021 2022 2023											
Number of Complaints Filed	15	13	13	18	15	9							
Number of Complainants	15	13	13	18	15	9							
Repeat Filers	0	0											

Dort 2 Complaints by Desis		Comparative Data											
Part 2 Complaints by Basis		Pre	evious Fiscal Year	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	3	2	6	2	4	6							
Color	1	0	0	0	2	2							
Religion	0	0	3	10	2	0							
Reprisal	6	9	8	2	7	5							
Sex	2	1	4	1	2	3							
PDA	0	0	0	0	0	0							
National Origin	1	1	0	0	2	3							
Equal Pay Act	0	0	0	0	0	0							
Age	7	5	5	3	6	2							
Disability	3	3	4	2	1	0							
Genetics	1	0	0	0	0	0							
Non-EEO	0	0	0	1	0	0							

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	3	3	1	1	0	3				
Assignment of Duties*	3	2	2	0	0	0				
Awards	0	0	0	0	0	0				
Conversion to Full Time/Perm Status*	0	0	0	0	0	0				
Disciplinary Action	ł					ł				
Demotion	0	0	0	0	0	0				
Reprimand**	1	0	1	0	0	0				
Suspension	0	1	1	0	0	0				
Removal	0	0	0	0	0	1				
Other Disciplinary Actions**	0	0	0	0	2	0				
Other 2**	0	0	0	0	0	0				
Duty Hours*	1	1	1	0	0	0				
Perf. Eval./ Appraisal	0	3	1	0	0	0				
Examination/Test	0	0	0	0	0	0				
Harassment										
Non-Sexual	2	0	5	1	5	3				
Sexual	1	0	0	1	0	0				
Medical Examination	0	0	0	0	0	0				
Pay including overtime	0	1	1	1	0	0				
Promotion/Non-Selection	0	1	1	0	0	0				
Reassignment						1				
Reassignment: Denied/Directed	0	0	0	0	1	0				
Directed	3	1	3	0	0	0				
Reasonable Accommodation Disability	0	0	1	1	1	0				
Reinstatement*	0	0	0	0	0	0				
Religious Accommodation	0	0	0	10	0	0				
Retirement*	0	0	0	1	0	0				
Sex-Stereotyping	0	0	0	0	0	0				
Telework	0	0	0	0	0	0				
Termination	2	3	4	1	3	1				
Terms/Conditions of Employment*	0	2	2	1	0	0				
Time and Attendance	1	0	0	0	0	0				
Training	0	0	0	0	0	0				
Other Terms/Conditions of Employment*	0	0	0	2	6	2				
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				

	Comparative Data								
Part 4 Processing Time		Pr	evious Fiscal Year [	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	208.92	182.44	336.77	228.22	197.7	244.75			
Average number of days in final action	61.5	109.86	78.67	77.88	7.33	40.80			
Complaints pending during fiscal year where h	earing was requested								
Average number of days in investigation	222.44	170.11	344.88	213.18	218	245.50			
Average number of days in final action	21	75.75	74.8	20	7.33	0.00			
Complaints pending during fiscal year where h	earing was not reques	ted							
Average number of days in investigation	178.5	188	323.8	202.75	198	244.50			
Average number of days in final action	81.75	155.33	98	135.75	0	101.50			

		Comparative Data										
Part 5 Complaints Dismissed by Agency		Prev	rious Fiscal Yea	<sup>.</sup> Data								
	2019	2020	2021	2022	2023	2024 Thru 03-31						
Part 5 Complaints Dismissed by Agency	2	0	1	0	0	0						
Average days pending prior to dismissal	158	0	321	0	0	0.00						
	Complaints Withd	rawn by Compla	inants									
Total Complaints Withdrawn by Complainants	0	0	0	0	1	0						

	Comparative Data											
Dart & Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	<sup>-</sup> Data				2024	4 Thru
Part 6 Total Final Agency Actions Finding Discrimination	20	019	20	)20	20	021	20	)22	20	)23	03	3-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		1		0		0		0	
Without Hearing	0	0	0	0	1	100	0	0	0	0	0	0
With Hearing	2	100	0	0	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2024	l Thru
Note: Complaints can be filed alleging multiple	20	)19	20	)20	20	)21	20	)22	20	)23	03	8-31
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		1		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	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	1	33.33	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	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	0	0.00	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	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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

Findings After Hearing	3		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	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	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	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	0	0.00	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	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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		0		1		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	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	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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

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.

	Comparative Data												
Dart 9 Finding of Disprimination Dandarad by Jacua				Previo	us Fis	cal Yea	ar Data	a	1		2024	Thru 03-	
Part 8 Finding of Discrimination Rendered by Issue	20	)19	20	20	20	)21	20	)22	2 2023			31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		0		1		0		0		0		
Appointment/Hire	0	0	0	0	1	100	0	0	0	0	0	0	
Assignment of Duties*	1	50	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	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	
Reassignment										1		-	
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	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	
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	2		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	50	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			•	8				•				
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	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
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	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
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		0		1		0		0		0	
Appointment/Hire	0	0	0	0	1	100	0	0	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				1	1						1	
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	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
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	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
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		Previo	ous Fiscal Yea	ar Data		2024 Thru
	2019	2020	2021	2022	2023	03-31
Total complaints from previous Fiscal Years	11	17	11	11	19	26
Total Complainants	11	17	11	10	19	25
Number complaints pending					-	
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	4	9
Hearing	10	15	9	11	9	8
Final Agency Action	1	3	3	0	10	13
Appeal with EEOC Office of Federal Operations	2	0	3	4	5	4

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	0	0	4	0	0	0