

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act/ECFEA:

Bureau of Fiscal Service (BFS)

For 1st Quarter 2023 for period ending December 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	20	17	17	7	17	4
Number of Complainants	19	16	16	6	16	3
Repeat Filers	1	1	1	1	1	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	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	9	9	9	5	12	3
Color	2	4	3	2	7	3
Religion	1	0	1	2	0	0
Reprisal	8	10	10	1	12	1
Sex	5	8	6	3	11	1
PDA	0	0	0	0	0	0
National Origin	1	0	1	1	2	0

Equal Pay Act	0	0	0	0	0	0
Age	6	9	6	3	8	1
Disability	10	8	6	1	4	2
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	2	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
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.	2018	2019	2020	2021	2022	
Appointment/Hire	1	1	0	0	0	0
Assignment of Duties*	4	2	4	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	3	2	0	0	0	0
Suspension	2	1	1	1	0	1
Removal	0	1	0	0	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	1	1	0	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	3	2	2	1	4	0

Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	6	9	5	9	3
Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	0	0	0	0
Promotion/Non-Selection	2	4	2	1	6	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	2	0	0	0	0
Reasonable Accommodation Disability	3	2	3	0	2	0
Reinstatement*	0	0	0	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	1	0	3	0	0	0
Termination	2	0	0	0	2	1
Terms/Conditions of Employment*	3	1	4	0	0	0
Time and Attendance	2	3	1	0	0	0
Training	0	0	1	0	2	0
Other Terms/Conditions of Employment*	0	0	0	0	5	0
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	177.41	218.07	118.82	102.33	108.75	125.67
Average number of days in final action	44.00	27.43	35.63	27.18	19.00	39.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	172.38	215.82	125.14	102.33	106.33	73.00
Average number of days in final action	36.00	25.25	33.47	27.18	5.33	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	194.00	224.25	89.33	0	116.00	197.00
Average number of days in final action	46.00	32.40	43.75	0	32.67	0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	2	2	1	2	4	1
Average days pending prior to dismissal	129	31	19	42.5	19.25	7
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	3	3	4	0	0

User Defined - Other 4*	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 12-31						
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	32	24	9	4	2	12						
Total Complainants	30	23	8	4	2	11						
Number complaints pending												
Investigation	1	0	0	0	0	2						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	30	23	8	4	2	8						
Final Agency Action	0	1	1	0	0	2						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2023 Thru 12-31						
	2018	2019	2020	2021	2022							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0						