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

Internal Review Service Office of the Chief Counsel (IRSCC)

For 1st Quarter 2024 for period ending December 31, 2023

			Compar	ative Data							
Part 1 Complaint Activity		Previous Fiscal Year Data 2020 2021 2022 2023									
	2019	2020	2021	2022	2023	2024 Thru 12-31					
Number of Complaints Filed	13	9	15	8	9	1					
Number of Complainants	9	8	9	5	8	1					
Repeat Filers	1	1	3	2	1	0					

Dout 2 Commissions by Douis			Compara	ntive Data		
Part 2 Complaints by Basis		Pı	revious Fiscal Year Da	ata		2024 Thurs
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 12-31
ne bases may not equal total complaints filed. 2019 Ce 7 Solor 5 igion 5 porisal 11 Solor 8 A 0 tional Origin 5		7	3	3	1	
Color	5	2	6	2	2	1
Religion	5	1	5	2	1	1
Reprisal	11	8	11	7	5	1
Sex	8	4	10	3	5	1
PDA	0	0	0	2	0	1
National Origin	5	1	5	2	1	1
Equal Pay Act	1	0	0	1	1	1
Age	7	3	6	2	5	1
Disability	8	7	9	5	4	1
Genetics	4	1	2	2	1	1
Non-EEO	7	2	6	2	1	1

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 Directed		Previ	ous Fiscal Yea	r Data		2024 Thru 12-31
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	0	0	0	0	0	1
Assignment of Duties*	1	1	1	0	0	0
Awards	2	0	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						•
Demotion	0	0	0	0	0	0
Reprimand**	0	2	0	0	0	0
Suspension	0	1	1	0	0	0
Removal	0	0	1	1	0	0
Other Disciplinary Actions**	0	0	0	0	2	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	8	2	4	2	3	1
Examination/Test	0	0	0	0	0	0
Harassment		•	•		•	•
Non-Sexual	8	7	12	5	5	1
Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	3	1	4	2	5	0
Reassignment		•	•	•		'
Reassignment: Denied/Directed	0	1	0	0	0	1
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	1	2	1	2	1	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	0	1	1
Termination	0	0	0	0	2	0
Terms/Conditions of Employment*	1	1	5	0	0	0
Time and Attendance	4	0	1	3	2	1
Training	0	1	0	0	2	1
Other Terms/Conditions of Employment*	0	0	0	0	2	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

			Compar	ative Data		
Part 4 Processing Time		Pı	evious Fiscal Year Da	ta		2024 Thurs 42 24
	2019	2020	2021	2022	2023	2024 Thru 12-31
Complaints pending during fiscal year	•					
Average number of days in investigation	149.17	169	133.73	143.4	138	305.00
Average number of days in final action	65.33	47	23.37	38.64	36.5	50.00
Complaints pending during fiscal year where hea	ring was requested			•		
Average number of days in investigation	140.75	160.7	172.67	123.67	142.5	305.00
Average number of days in final action	92	38.5	16.08	30.43	26.5	0.00
Complaints pending during fiscal year where hea	ring was not requested					
Average number of days in investigation	166	196.67	126	200	146.25	0.00
Average number of days in final action	52	52.67	38	61.67	56.5	52.00

			Compara	ative Data									
Part 5 Complaints Dismissed by Agency		Previous Fiscal Year Data											
	2019	2020	2021	2022	2023	2024 Thru 12-31							
Part 5 Complaints Dismissed by Agency	1	0	4	0	1	1							
Average days pending prior to dismissal	20	0	20	0	19	1565.00							
	Complaints Withd	rawn by Complair	nants	•	•	•							
Total Complaints Withdrawn by Complainants	0	1	1	0	0	0							

	Comparative Data												
Part & Total Final Aganay Actions Finding Discrimination				Prev	vious Fis	cal Year	Data				202	4 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	20	2019		020	20	021	20	022	20	023	1	2-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		0		1		0		0		
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	1	100	0	0	0	0	

Part 7 Finding of Discrimination Rendered by	Comparative Data													
Basis				Pr	evious Fis	cal Year Da	ita				2024	l Thru		
Note: Complaints can be filed alleging multiple bases.	20	019	20	2020		2021		022	20)23	12	-31		
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1		0		0		1		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	100.00	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	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	1	100.00	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	0		О		0		1		0		О	
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	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	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	1	100.00	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	1		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	O	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	100.00	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	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											
Doub O Finding of Discrimination Dandoned by Jacob				Previ	ous Fisc	cal Yea	r Data				2024 T	hru 12-31			
Part 8 Finding of Discrimination Rendered by Issue	20)19	20	20	20	21	20	22	20)23					
	#	%	#	%	#	%	#	%	#	%	#	%			
Total Number Findings	1		0		0		1		0		0				
Appointment/Hire	0	0	0	0	0	0	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	•										•				
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	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	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*	1	100	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	0		0		0		1	Π	0		0	
Appointment/Hire	0	0	0	0	0	0	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					<u> </u>							
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	ı		!	!	<u> </u>		<u>. </u>				Į .	
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	!		!	·!	!	!	!	!	!	<u>!</u>	!	!
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	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	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

	ı										1	
Findings Without Hearing	1		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	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												
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	<u>!</u>	!								1	·	!
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*	1	100	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
	 			0							+	

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data							
		2024 Thru						
	2019	2020	2021	2022	2023	12-31		
Total complaints from previous Fiscal Years	8	14	5	4	1	5		
Total Complainants	8	4	4	3	1	5		
Number complaints pending	•	•	•			•		
Investigation	0	0	0	0	0	2		
ROI issued, pending Complainant's action	0	0	0	0	0	0		
Hearing	8	8	5	4	0	3		
Final Agency Action	0	6	0	0	1	0		
Appeal with EEOC Office of Federal Operations	9	10	15	15	4	4		

Part 10 Complaint Investigations	Comparative Data							
		2024 Thru						
	2019	2020	2021	2022	2023	12-31		
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0		