

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

DOC (includes sub-level offices)

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	196	531	418	196	160	32
Number of Complainants	186	526	413	188	154	32
Repeat Filers	10	5	5	7	6	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	
Race	72	204	156	65	67	8
Color	40	68	77	35	31	2
Religion	23	42	18	62	20	2
Reprisal	134	255	219	130	90	24
Sex	86	174	145	53	47	11
PDA	0	6	6	1	2	1
National Origin	35	63	49	17	16	5
Equal Pay Act	0	1	1	0	1	1
Age	80	172	138	66	56	13
Disability	93	186	143	88	83	15
Genetics	0	3	1	6	1	1
Non-EEO	3	24	14	4	1	0

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Appointment/Hire	11	42	27	14	9	2
Assignment of Duties*	57	111	108	0	0	0
Awards	2	1	10	3	4	1
Conversion to Full Time/Perm Status*	0	1	0	0	0	0
Disciplinary Action						
Demotion	2	13	7	2	0	0
Reprimand**	16	22	16	0	0	0
Suspension	8	7	10	16	4	1
Removal	0	2	0	0	0	0
Other Disciplinary Actions**	0	0	0	15	14	2
Other 2**	0	0	0	0	0	0
Duty Hours*	1	4	1	0	0	0
Perf. Eval./ Appraisal	43	33	37	32	31	7
Examination/Test	0	1	0	0	1	0
Harassment						
Non-Sexual	109	294	257	107	88	21
Sexual	8	11	16	5	3	4
Medical Examination	0	0	0	1	0	0
Pay including overtime	10	39	47	10	7	1
Promotion/Non-Selection	23	39	38	18	20	3
Reassignment						
Reassignment: Denied/Directed	1	8	6	3	4	0
Directed	4	7	12	4	4	1
Reasonable Accommodation Disability	35	54	55	24	33	8
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	3	0	22	4	0
Retirement*	4	0	0	0	0	0
Sex-Stereotyping	0	1	0	0	1	0
Telework	9	16	9	8	6	1
Termination	73	261	194	36	20	5
Terms/Conditions of Employment*	59	93	80	0	0	0
Time and Attendance	30	53	47	21	14	5
Training	16	40	41	12	13	3
Other Terms/Conditions of Employment*	0	0	0	99	71	15
User Defined - Other 1*	1	1	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

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	50.00	0	0.00	2	100.00	0	0.00	1	50.00	0	0.00
Sex	1	50.00	0	0.00	1	50.00	2	40.00	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	1	20.00	0	0.00	0	0.00
Disability	1	50.00	0	0.00	1	50.00	2	40.00	2	100.00	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 Without Hearing	2		0		2		5		4		0	
Appointment/Hire	0	0	0	0	0	0	1	20	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	1	50	0	0	2	100	2	40	2	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	1	50	0	0	0	0	1	20	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	1	50	0	0	0	0	2	40	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	1	50	0	0	0	0	1	20	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	2	40	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	143	154	364	260	160	242
Total Complainants	135	144	354	253	153	225
Number complaints pending						
Investigation	2	4	15	1	0	45
ROI issued, pending Complainant's action	0	1	3	1	39	64
Hearing	123	137	236	222	86	99
Final Agency Action	15	3	60	17	14	15
Appeal with EEOC Office of Federal Operations	13	13	13	66	99	95

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	2	22	139	1	0	0