

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 thru 9-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	84	65	73	44	52	64
Number of Complainants	79	58	67	40	51	57
Repeat Filers	5	7	6	2	1	5

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 thru 9-30
	2018	2019	2020	2021	2022	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	35	27	33	18	30	30
Color	17	8	17	10	10	19
Religion	8	2	3	3	10	9
Reprisal	50	29	37	23	25	36
Sex	44	21	32	15	19	31
PDA	0	1	0	0	0	0
National Origin	13	3	11	8	7	10
Equal Pay Act	1	1	1	2	1	1
Age	40	22	23	9	14	24
Disability	33	32	33	13	19	29
Genetics	0	0	0	0	1	0
Non-EEO	3	1	2	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 thru 9-30
	2018	2019	2020	2021	2022	
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 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.						
Appointment/Hire	0	1	3	0	1	1
Assignment of Duties*	6	3	2	9	0	0
Awards	0	0	0	0	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand**	4	0	4	2	0	0
Suspension	3	2	3	2	2	2
Removal	1	4	2	3	4	4
Other-Disciplinary Warning**	0	3	4	3	7	12
Other 2**	0	0	0	0	0	0

Duty Hours*	0	1	0	0	0	0
Perf. Eval./ Appraisal	11	7	12	8	11	18
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	24	21	26	9	24	26
Sexual	4	0	0	0	3	2
Medical Examination	0	2	0	0	1	3
Pay including overtime	4	1	4	1	3	5
Promotion/Non-Selection	16	11	15	6	8	12
Reassignment						
Reassignment: Denied/Directed	1	0	4	0	1	0
Directed	2	0	1	1	3	5
Reasonable Accommodation Disability	10	7	9	1	6	15
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	7	2
Retirement*	3	0	1	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	0	0	0	1
Termination	4	9	5	2	2	1
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	2	4	7	0	3	4
Training	0	1	0	2	0	3
Other Terms/Conditions of Employment*	12	8	9	8	11	16
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 9-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	215.48	221.8	195.98	195.52	199	214.72
Average number of days in final action	38.83	49.64	47.98	47.4	43.83	43.97
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	221.74	240.31	201.42	192.26	198	227.28
Average number of days in final action	26.32	43.94	37.15	38.52	38.12	33.56
Complaints pending during fiscal year where hearing was not requested						

Average number of days in investigation	230.78	233.06	205.96	200.67	202.92	207.05
Average number of days in final action	54.11	60.74	58.8	59.96	57.71	55.41

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 thru 9-30
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	8	4	10	12	3	6
Average days pending prior to dismissal	31	54	56	39	41	71.5
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	13	4	2	4	3	5

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 thru 9-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		0		2		1		1		1	
Without Hearing	1	25	0	0	0	0	1	100	0	0	0	0
With Hearing	3	75	0	0	2	100	0	0	1	100	1	100

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 thru 9-30	
	2018		2019		2020		2021		2022			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		0		2		1		1		1	
Race	2	50	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	25	0	0	2	100	1	100	0	0	1	100
Sex	3	75	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	1	100	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	25	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		0		2		0		1		1	
Race	2	67	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	1	33	0	0	2	100	0	0	0	0	1	100
Sex	3	100	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	1	100	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	1	100
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	100	0	0	0	0	1	100	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 thru 9-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		0		2		1		1		1	
Appointment/Hire	1	25	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	25	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	2	100	0	0	0	0	0	0
Removal	1	25	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
Other2**	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	1	100	0	0	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	1	25	0	0	0	0	0	0	0	0	0	0

GSA EEO Data Posted Pursuant to the No FEAR Act for FY 2023 for 4th Quarter period ending September 30, 2023

Non-Sexual	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	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	1	100
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	1	100	1	100
Terms/Conditions of Employment*	1	25	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	3		0		0		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	33	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	2	100	0	0	0	0	0	0
Removal	1	33	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	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	1	33	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
Reassignment												

Denied	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	1	100
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	1	100	1	100
Terms/Conditions of Employment*	1	33	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	1		0		0		1		0		0	
Appointment/Hire	1	100	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 Action**	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	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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*	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
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 thru 9-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	66	65	46	54	20	18
Total Complainants	60	56	42	51	19	18
Number complaints pending						
Investigation	1	1	0	0	1	6
ROI issued, pending Complainant's action	0	1	0	0	0	1
Hearing	62	53	44	52	16	9
Final Agency Action	2	2	2	2	4	2
Appeal with EEOC Office of Federal Operations	57	22	13	16	16	9

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 thru 9-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0