

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: PH-DCMA (and below)

For 4th Quarter 2022 for period ending September 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 30-Sep
	2017	2018	2019	2020	2021	
Number of Complaints Filed	50	61	56	36	28	29
Number of Complainants	46	51	54	36	28	29
Repeat Filers	3	2	2	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 30-Sep
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	20	28	23	20	16	11
Color	11	10	9	9	0	3
Religion	4	9	8	3	1	7
Reprisal	30	26	38	20	14	13
Sex	21	22	29	17	11	14
PDA	1	0	0	0	0	0
National Origin	6	9	6	4	8	5
Equal Pay Act	0	0	0	0	0	0
Age	14	29	20	15	7	15
Disability	23	20	21	12	9	9
Genetics	0	1	1	0	0	0
Non-EEO	2	1	1	1	1	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 30-Sep
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>						
<b>Starting in FY2022, issues marked with:</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
<b>* are reported under Other Terms / Conditions of Employment.</b>						
<b>** are reported under Other Disciplinary Actions.</b>						
Appointment/Hire	6	8	6	2	2	7
Assignment of Duties*	11	14	17	9	6	0
Awards	0	3	3	2	1	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	2	2	0	0	0
Reprimand**	3	5	2	0	2	0
Suspension	3	2	0	4	2	2
Removal	0	2	0	1	5	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	1	0	0	0	6
Other 2**	0	0	0	0	0	0
Duty Hours*	3	2	1	1	0	1
Perf. Eval./ Appraisal	5	11	10	6	5	5
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	20	18	25	19	12	17
Sexual	1	0	3	0	1	2
Medical Examination	2	2	1	0	0	1
Pay including overtime	0	8	3	0	0	0
Promotion/Non-Selection	12	16	7	7	4	4

<b>Reassignment</b>						
Denied	1	0	3	3	0	0
Directed	4	2	3	2	0	3
Reasonable Accommodation Disability	8	8	6	2	3	2
Reinstatement*	0	0	0	1	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	9	11	6	5	1	0
Termination	5	4	5	3	1	0
Terms/Conditions of Employment*	12	18	15	9	5	12
Time and Attendance	11	11	10	8	2	3
Training	5	9	6	2	1	2
Other Terms/Conditions of Employment*	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 30-Sep</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Complaints pending during fiscal year						
Average number of days in investigation	204.35	247.07	267.32	276.33	318.03	311.18
Average number of days in final action	78.04	17.89	22.75	66.21	64.05	64.83
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	199.7	243.21	259.21	291.86	307.94	209.88
Average number of days in final action	7.75	0.25	3.21	0.33	0	21.47
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	209.58	252.65	274.9	258.22	328.12	401.22
Average number of days in final action	32.62	42.55	60.53	131.54	131.75	232.6
	<b>Comparative Data</b>					



Disability	0	0	0	0	0	0	0	0	1	100	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
<b>Findings After Hearing</b>												
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	1	100	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	1	100	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
<b>Findings Without Hearing</b>												
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	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
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

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment.

\*\* are reported under Other Disciplinary Actions.

Comparative Data









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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 30-Sep
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	43	49	52	60	63	46
Total Complainants	40	42	42	54	60	45
<b>Number complaints pending</b>						
Investigation	1	0	0	2	2	4
ROI issued, pending Complainant's action	0	0	1	0	0	2
Hearing	42	47	46	47	39	26
Final Agency Action	0	3	3	6	13	8
Appeal with EEOC Office of Federal Operations	4	4	4	5	7	6

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 30-Sep
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	4	7	3	7	7	12