

2022 1st Qtr No Fear Tables

Table 1 - 29 CFR §1614.704(a) - (c) / 29 CFR §1614.705 Comparative Data

Complaint Activity	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Number of Complaints Filed 16.14.704(a)	8	36	26	37	45	65
Number of Complaints 1614.704(b)	8	36	26	36	43	65
Repeat Filers 1614.704(c)	0	0	0	1	2	0

Table 1a - 29 CFR §1614.704(d) / 29 CFR §1614.705 Comparative Data

Complaints by Basis	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Race	5	23	13	13	21	22
Color	2	3	3	3	5	3
Religion	0	1	0	2	1	2
Reprisal	7	18	12	21	29	35
Sex	2	14	10	13	19	25
PDA	0	0	1	0	1	1
National Origin	2	4	5	4	5	5
Equal Pay Act	0	0	0	0	2	1
Age	0	8	5	11	15	16
Disability	3	13	10	20	16	22
Genetics	0	0	0	0	0	0
Non-EEO	1	3	1	1	2	4

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints file.

Table 1b - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

Complaints by Issue	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Appointment/Hire	0	9	2	1	2	1
Assignment of Duties	1	12	4	6	5	14
Awards	0	2	1	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple cases. The sum of the bases may not equal total complaints filed.

Table 1c - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

Complaints by Disciplinary Action	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Demotion	0	0	0	0	0	0
Reprimand	2	6	3	3	7	2
Suspension	1	1	2	1	2	3
Removal	0	1	0	0	2	1
Other	1	1	0	1	5	4
Duty Hours	0	1	0	1	0	2
Perf. Eval./Appraisal	1	10	6	9	12	21
Examination/Test	0	0	0	0	0	0

Table 1d - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

Complaints by Harassment	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Non-Sexual	2	12	10	11	20	38
Sexual	0	0	0	1	1	3
Medical Examination	0	0	0	0	0	0

Complaints by Harassment	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Pay Including Overtime	0	2	0	1	2	2
Promotion/Non-Selection	2	7	1	4	4	14

Table 1d - 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

Complaint by Reassignment	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Denied	0	0	0	1	2	2
Directed	1	1	0	1	2	1
Reasonable Accommodation Disability	2	1	3	8	5	9
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	4	3	2	6
Termination	0	0	3	3	1	5
Terms/Conditions of Employment	0	1	1	3	2	6
Time and Attendance	1	8	4	6	4	9
Training	0	1	1	2	1	1

Table 1e- 29 CFR §1614.704(e) / 29 CFR §1614.705 Comparative Data

Complaint by Other	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
User Defined – Other 1	0	0	0	0	0	0
User Defined – Other 2	0	0	0	0	0	0

Complaint by Other	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
User Defined – Other 3	0	0	0	0	0	0
User Defined – Other 4	0	0	0	0	0	0

Table 2 - 29 CFR §1614.704(F)

Processing Time (Complaints Pending During Fiscal Year)	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Average number of days in investigation	165.08	139.93	150.92	213.40	221.32	199.06
Average number of days in final action	8.00	94.25	74.32	164.93	116.32	433.32

Table 2a - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was requested)	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Average number of days in investigation	149.33	137.88	145.38	193.26	239.22	205.38
Average number of days in final action	8.00	36.77	46.50	30.18	23.60	73.22

Table 2b - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was not requested)	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Average number of days in investigation	170.33	142.29	172.10	240.85	196.32	186.42
Average number of days in final action	0	317.40	96.50	373.18	148.77	748.33

Table 6k – 29 CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

Findings of Discrimination Rendered by Reassignment	2022 Thru 12-31 #	2022 Thru 12-31 %	FY 2021 #	FY 2021 %	FY 2020 #	FY 2020 %	FY 2019 #	FY 2019 %	FY 2018 #	FY 2018 %	FY 2017 #	FY 2017 %
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	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 – User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Table 7 – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

Pending Complaints Filed in previous Fiscal Years by Status	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Total complaints from previous Fiscal Years	47	23	39	55	67	55

Pending Complaints Filed in previous Fiscal Years by Status	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Total Complaints	43	21	34	51	65	54

Table 7a – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

Number of Complaints Pending	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Investigation	8	0	0	1	1	1
ROI Issued, Pending Complainant's Action	5	0	0	0	1	0
Hearing	21	15	25	51	61	48
Final Agency Action	11	8	14	3	4	6
Appeal with EEOC Office of Federal Operations	33	32	21	22	36	27

Table 7b – CFR §1614.704(j) / 29 CFR §1614.705 Comparative Data

Complaint Investigations	2022 Thru 12-31	FY2021	FY2020	FY2019	FY2018	FY2017
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	1	2	5