

2022 4th Qtr No Fear Tables

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

Complaint Activity	2022 Thru 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Number of Complaints Filed 16.14.704(a)	27	36	26	37	45	65
Number of Complaints 1614.704(b)	26	36	26	36	43	65
Repeat Filers 1614.704(c)	1	0	0	1	2	0

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

Complaints by Basis	2022 Thru 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Race	18	23	13	13	21	22
Color	6	3	3	3	5	3
Religion	2	1	0	2	1	2
Reprisal	21	18	12	21	29	35
Sex	10	14	10	13	19	25
PDA	1	0	1	0	1	1
National Origin	4	4	5	4	5	5
Equal Pay Act	1	0	0	0	2	1
Age	6	8	5	11	15	16
Disability	8	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 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Appointment/Hire	0	9	2	1	2	1
Assignment of Duties	0	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 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Demotion	0	0	0	0	0	0
Reprimand	0	6	3	3	7	2
Suspension	1	1	2	1	2	3
Removal	0	1	0	0	2	1
Other	6	1	0	1	5	4
Duty Hours	0	1	0	1	0	2
Perf. Eval./Appraisal	6	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 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Non-Sexual	12	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 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Pay Including Overtime	0	2	0	1	2	2
Promotion/Non-Selection	5	7	1	4	4	14

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

Complaint by Reassignment	2022 Thru 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Denied	0	0	0	1	2	2
Directed	2	1	0	1	2	1
Reasonable Accommodation Disability	4	1	3	8	5	9
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	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	3	0	3	3	1	5
Terms/Conditions of Employment	0	1	1	3	2	6
Time and Attendance	2	8	4	6	4	9
Training	1	1	1	2	1	1
Other Terms / Conditions of Employment	6	0	0	0	0	0

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

Complaint by Other	2022 Thru 09-30	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 09-30	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 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Average number of days in investigation	187.35	139.93	150.92	213.40	221.32	199.06
Average number of days in final action	176.23	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 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Average number of days in investigation	193.81	137.88	145.38	193.26	239.22	205.38
Average number of days in final action	87.85	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 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Average number of days in investigation	175.92	142.29	172.10	240.85	196.32	186.42
Average number of days in final action	234.86	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 09-30 #	2022 Thru 09-30 %	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 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Total complaints from previous Fiscal Years	16	23	39	55	67	55

Pending Complaints Filed in previous Fiscal Years by Status	2022 Thru 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Total Complaints	16	21	34	51	65	54

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

Number of Complaints Pending	2022 Thru 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Investigation	0	0	0	1	1	1
ROI Issued, Pending Complainant's Action	0	0	0	0	1	0
Hearing	7	15	25	51	61	48
Final Agency Action	9	8	14	3	4	6
Appeal with EEOC Office of Federal Operations	28	32	21	22	36	27

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

Complaint Investigations	2022 Thru 09-30	FY2021	FY2020	FY2019	FY2018	FY2017
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	2	5