

## 2023 4th Qtr No Fear Tables

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

Complaint Activity	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Number of Complaints Filed 16.14.704(a)	35	27	36	26	37	45
Number of Complaints 1614.704(b)	33	26	36	26	36	43
Repeat Filers 1614.704(c)	2	1	0	0	1	2

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

<b>Complaints by Basis</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints file. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.						
Race	22	18	23	13	13	21
Color	7	6	3	3	3	5
Religion	3	2	1	0	2	1
Reprisal	18	21	18	12	21	29
Sex	12	10	14	10	13	19
PDA	0	1	0	1	0	1
National Origin	5	4	4	5	4	5
Equal Pay Act	2	1	0	0	0	2
Age	9	6	8	5	11	15
Disability	14	8	13	10	20	16
Genetics	1	0	0	0	0	0
Non-EEO	1	1	3	1	1	2

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

<b>Complaints by Issue</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints file. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.						
Appointment/Hire	1	0	9	2	1	2
Assignment of Duties*	0	0	12	4	6	5
Awards	0	0	2	1	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0

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

<b>Complaints by Disciplinary Action</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Demotion	0	0	0	0	0	0
Reprimand**	0	0	6	3	3	7
Suspension	0	1	1	2	1	2
Removal	0	0	1	0	0	2
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	7	6	1	0	1	5
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	1	0	1	0
Perf. Eval./Appraisal	7	6	10	6	9	12
Examination/Test	0	0	0	0	0	0

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

<b>Complaints by Harassment</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Non-Sexual	18	13	12	10	11	20
Sexual	1	0	0	0	1	1
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	1	0	2	0	1	2
Promotion/Non-Selection	10	5	7	1	4	4

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

<b>Complaint by Reassignment</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Denied	0	0	0	0	1	2
Directed	1	2	1	0	1	2
Reasonable Accommodation Disability	5	4	1	3	8	5
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	1	0	0	0	0
Retirement*	0	0	0	1	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	4	3	2
Termination	2	3	0	3	3	1
Terms/Conditions of Employment*	0	0	1	1	3	2
Time and Attendance	2	2	8	4	6	4
Training	1	1	1	1	2	1
Other Terms / Conditions of Employment*	7	6	0	0	0	0

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

<b>Complaint by Other</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
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

Table 2 - 29 CFR §1614.704(F)

<b>Processing Time (Complaints Pending During Fiscal Year)</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Average number of days in investigation	161.76	187.35	139.93	150.92	213.40	221.32
Average number of days in final action	60.12	176.23	94.25	74.32	164.93	116.32

Table 2a - 29 CFR – §1614.704(F)

<b>Processing Time (Complaint pending during fiscal year)</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Average number of days in investigation	161.40	193.81	137.88	145.38	193.26	239.22
Average number of days in final action	40.71	87.85	36.77	46.50	30.18	23.60

Table 2b - 29 CFR – §1614.704(F)

<b>Processing Time (Complaint pending during fiscal year where hearing was not requested)</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Average number of days in investigation	162.30	175.92	142.29	172.10	240.85	196.32

<b>Processing Time (Complaint pending during fiscal year where hearing was not requested)</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Average number of days in final action	150.67	234.86	317.40	96.50	373.18	148.77

Table 3 - 29 CFR §1614(g) / 29 CFR §1614.705 Comparative Data

<b>Complaints Dismissed by Agency)</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Total complaints dismissed by Agency	5	2	5	4	2	2
Average days pending prior to dismissal	-4	33	76	27	79	89

Table 3a - 29 CFR §1614(g) / 29 CFR §1614.705 Comparative Data

<b>Complaints Withdrawn by Complainants</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Total Complaints Withdrawn by Complainants	2	1	5	7	14	6

Table 4 - 29 CFR §1614.704(h) 29 CFR §1617.705

<b>Total Final Agency Actions Finding Discrimination</b>	2023 Thru 09-30 #	2023 Thru 09-30 %	FY 2022 #	FY 2022 #	FY 2021 #	FY 2021 %	FY 2020 #	FY 2020 %	FY 2019 #	FY 2019 %	FY 2018 #	FY 2018 %
<b>Total Number of Findings</b>	0		0		0		1		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	1	100	0	0	0	0























<b>Findings of Discrimination Rendered by Reassignment</b>	2023 Thru 09-30 #	2023 Thru 09-30 %	FY 2022 %	FY 2022 #	FY 2021 #	FY 2021 %	FY 2020 #	FY 2020 %	FY 2019 #	FY 2019 %	FY 2018 #	FY 2018 %
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
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

<b>Pending Complaints Filed in previous Fiscal Years by Status</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Total complaints from previous Fiscal Years	17	16	23	39	55	67
Total Complaints	17	16	21	34	51	65

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

<b>Number of Complaints Pending</b>	2023 Thru 09-30	FY2022	FY2021	FY2020	FY2019	FY2018
Investigation	2	0	0	0	1	1
ROI Issued, Pending Complainant's Action	0	0	0	0	0	1
Hearing	9	7	15	25	51	61
Final Agency Action	6	9	8	14	3	4
Appeal with EEOC Office of Federal Operations	26	27	32	21	22	36



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

<b>Complaint Investigations</b>	2023 Thru 09-30	FY 2022	FY2021	FY2020	FY2019	FY2018
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	1	2