

2024 1st Qtr No Fear Tables

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

Complaint Activity	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Number of Complaints Filed 16.14.704(a)	12	35	27	36	26	37
Number of Complaints 1614.704(b)	12	33	26	36	26	36
Repeat Filers 1614.704(c)	0	2	1	0	0	1

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

Complaints by Basis	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints file.						
Race	7	22	18	23	13	13
Color	4	7	6	3	3	3
Religion	1	3	2	1	0	2
Reprisal	7	18	21	18	12	21
Sex	5	12	10	14	10	13
PDA	1	0	1	0	1	0
National Origin	0	5	4	4	5	4
Equal Pay Act	1	2	1	0	0	0
Age	5	9	6	8	5	11
Disability	4	14	8	13	10	20
Genetics	0	1	0	0	0	0
Non-EEO	1	1	1	3	1	1

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

Complaints by Issue	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
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	2	1	0	9	2	1
Assignment of Duties*	0	0	0	12	4	6
Awards	0	0	0	2	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

Complaints by Disciplinary Action	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Demotion	0	0	0	0	0	0
Reprimand**	0	0	0	6	3	3
Suspension	1	0	1	1	2	1
Removal	0	0	0	1	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	7	6	1	0	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	1	0	1
Perf. Eval./Appraisal	1	7	6	10	6	9
Examination/Test	0	0	0	0	0	0

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

Complaints by Harassment	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Non-Sexual	6	18	13	12	10	11
Sexual	0	1	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	1	0	2	0	1
Promotion/Non-Selection	3	10	5	7	1	4

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

Complaint by Reassignment	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Denied	0	0	0	0	0	1
Directed	2	1	2	1	0	1
Reasonable Accommodation Disability	1	5	4	1	3	8
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement*	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	0	0	4	3
Termination	0	2	3	0	3	3
Terms/Conditions of Employment*	0	0	0	1	1	3
Time and Attendance	0	2	2	8	4	6
Training	0	1	1	1	1	2
Other Terms / Conditions of Employment*	7	7	6	0	0	0

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

Complaint by Other	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
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)

Processing Time (Complaints Pending During Fiscal Year)	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Average number of days in investigation	221.40	161.76	187.35	139.93	150.92	213.40
Average number of days in final action	364.0	60.12	176.23	94.25	74.32	164.93

Table 2a - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year)	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Average number of days in investigation	246.50	161.40	193.81	137.88	145.38	193.26
Average number of days in final action	70.00	40.71	87.85	36.77	46.50	30.18

Table 2b - 29 CFR – §1614.704(F)

Processing Time (Complaint pending during fiscal year where hearing was not requested)	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Average number of days in investigation	121.00	162.30	175.92	142.29	172.10	240.85

Processing Time (Complaint pending during fiscal year where hearing was not requested)	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Average number of days in final action	658.00	150.67	234.86	317.40	96.50	373.18

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

Complaints Dismissed by Agency)	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Total complaints dismissed by Agency	1	5	2	5	4	2
Average days pending prior to dismissal	96	-4	33	76	27	79

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

Complaints Withdrawn by Complainants	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Total Complaints Withdrawn by Complainants	1	2	1	5	7	14

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

Total Final Agency Actions Finding Discrimination	2024 Thru 12-31 #	2024 Thru 12-31 %	FY 2023 #	FY 2023 #	FY 2022 #	FY 2022 %	FY 2021 #	FY 2021 %	FY 2020 #	FY 2020 %	FY 2019 #	FY 2019 %
Total Number of Findings	0		0		0		0		1		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	100	1	0	0	0

Findings of Discrimination Rendered by Reassignment	2024 Thru 12-31 #	2024 Thru 12-31 %	FY 2023 %	FY 2023 #	FY 2022 #	FY 2022 %	FY 2021 #	FY 2021 %	FY 2020 #	FY 2020 %	FY 2019 #	FY 2019 %
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

Pending Complaints Filed in previous Fiscal Years by Status	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Total complaints from previous Fiscal Years	35	17	16	23	39	55
Total Complaints	33	17	16	21	34	51

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

Number of Complaints Pending	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Investigation	10	2	0	0	0	1
ROI Issued, Pending Complainant's Action	0	0	0	0	0	0
Hearing	20	9	7	15	25	51
Final Agency Action	5	6	9	8	14	3
Appeal with EEOC Office of Federal Operations	28	26	27	32	21	22

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

Complaint Investigations	2024 Thru 12-31	FY 2023	FY2022	FY2021	FY2020	FY2019
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	1