

## 2024 2nd Qtr No Fear Tables

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

<b>Complaint Activity</b>	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Number of Complaints Filed 16.14.704(a)	25	35	27	36	26	37
Number of Complaints 1614.704(b)	25	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

<b>Complaints by Basis</b>	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	12	22	18	23	13	13
Color	4	7	6	3	3	3
Religion	1	3	2	1	0	2
Reprisal	16	18	21	18	12	21
Sex	9	12	10	14	10	13
PDA	1	3	2	1	0	2
National Origin	0	5	4	4	5	4
Equal Pay Act	1	0	1	0	0	0
Age	8	9	6	8	5	11
Disability	7	14	8	13	10	20
Genetics	0	1	0	0	0	0
Non-EEO	2	1	1	3	1	1

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

<b>Complaints by Issue</b>	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

<b>Complaints by Disciplinary Action</b>	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	2	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

<b>Complaints by Harassment</b>	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Non-Sexual	14	18	13	12	10	11
Sexual	2	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	5	10	5	7	1	4

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

<b>Complaint by Reassignment</b>	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	1	2	2	8	4	6
Training	0	1	1	1	1	2
Other Terms / Conditions of Employment*	9	7	6	0	0	0

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

<b>Complaint by Other</b>	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)

<b>Processing Time (Complaints Pending During Fiscal Year)</b>	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Average number of days in investigation	218.45	161.76	187.35	139.93	150.92	213.40
Average number of days in final action	447.20	60.12	176.23	94.25	74.32	164.93

Table 2a - 29 CFR – §1614.704(F)

<b>Processing Time (Complaint pending during fiscal year)</b>	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Average number of days in investigation	249.60	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)

<b>Processing Time (Complaint pending during fiscal year where hearing was not requested)</b>	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Average number of days in investigation	192.50	162.30	175.92	142.29	172.10	240.85

<b>Processing Time (Complaint pending during fiscal year where hearing was not requested)</b>	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Average number of days in final action	698.67	150.67	234.86	317.40	96.50	373.18

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

<b>Complaints Dismissed by Agency)</b>	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Total complaints dismissed by Agency	3	5	2	5	4	2
Average days pending prior to dismissal	73	-4	33	76	27	79

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

<b>Complaints Withdrawn by Complainants</b>	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

<b>Total Final Agency Actions Finding Discrimination</b>	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 %
<b>Total Number of Findings</b>	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	0	1	100	0	0























<b>Findings of Discrimination Rendered by Reassignment</b>	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

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

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

<b>Number of Complaints Pending</b>	2024 Thru 12-31	FY2023	FY2022	FY2021	FY2020	FY2019
Investigation	5	2	0	0	0	1
ROI Issued, Pending Complainant's Action	4	0	0	0	0	0
Hearing	19	9	7	15	25	51
Final Agency Action	5	6	9	8	14	3
Appeal with EEOC Office of Federal Operations	25	26	27	32	21	22



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

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