No FEAR Act FY24 Q4 Report

In FY22 and FY23, OEEO had reported "Complaints by Basis" and "Complaints by Issue" using the number of alleged incidents rather than the number of alleged cases. Upon further review, OEEO has revised its FY22 and FY23 data to report "Complaints by Basis" and "Complaints by Issue" using the number of alleged cases, therefore ensuring compliance with EEOC regulations and consistency with the reporting method used by OEEO in all other Fiscal Years.

Comparative Data						
Complaint Activity	2019	2020	2021	2022	2023	2024
Number of Complaints Filed	25	31	48	102	65	96
Number of Complainants	24	31	47	100	63	94
Repeat Filers	1	0	1	2	2	2

Comparative Data		Previou	s Fiscal Ye	ar Data		
Complaints by Basis Note: Complaints can be filed alleging multiple bases. The sum of	2019	2020	2021	2022	2023	2024
the bases may not equal total complaints filed. Race	4	8	20	12	12	25
Color	0	5	4	5	5	11
Religion	0	1	3	46	10	15
Reprisal	16	21	22	24	42	50
Sex	9	15	18	18	37	40
Pregnancy Discrimination Act	0	0	2	3	1	1
National Origin	4	2	5	7	17	22
Equal Pay Act	0	0	0	1	1	0
Age	7	6	7	8	17	16
Disability	13	8	7	67	22	40
Genetic Information Non-Disclosure	0	2	0	0	1	0
Non-EEO	0	1	0	0	0	0

Comparative Data	Previous Fiscal Year Data							
Complaints by Issue Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2019	2020	2021	2022	2023	2024		
Appointment/Hire	2	1	1	2	3	1		
Assignment of Duties	9	13	8	9	20	16		
Awards	3	0	3	0	3	1		
Conversion to Full-time	0	0	0	0	0	0		
Disciplinary Action								
Demotion	0	0	0	0	0	1		
Reprimand	5	2	1	6	7	9		
Removal	4	5	2	6	2	5		
Suspension	0	1	0	1	0	1		
Letter of Warning	1	1	5	2	4	4		
Other	0	0	0	0	0	0		
Duty Hours	2	1	0	1	1	2		
Evaluation Appraisal	17	9	8	9	15	16		
Examination/Test	0	1	0	0	0	1		
Harassment								
Non-Sexual	15	18	20	84	56	83		
Sexual	0	6	2	1	6	5		
Medical Examination	4	2	0	0	1	2		

1	1	2	0	2	9
11	5	13	7	15	6
5	7	5	1	2	1
4	2	0	5	2	2
1	5	1	7	4	16
0	0	0	1	0	0
0	0	0	37	0	0
1	0	1	0	1	0
0	1	0	0	0	0
0	0	0	0	0	0
3	2	4	3	8	10
13	5	10	59	22	34
4	0	4	4	2	2
1	7	2	7	4	4
0	13	0	0	1	0
	5 4 1 0 0 1 0 0 3 13 4	5 7 4 2 1 5 0 0 0 0 0 1 0 0 1 0 0 3 2 13 5 4 0	5 7 5 4 2 0 1 5 1 0 0 0 0 0 0 1 0 1 0 0 0 3 2 4 13 5 10 4 0 4 1 7 2	11 5 13 7 5 7 5 1 4 2 0 5 1 5 1 7 0 0 0 1 0 0 0 37 1 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 3 2 4 3 13 5 10 59 4 0 4 4 1 7 2 7	11 5 13 7 15 5 7 5 1 2 4 2 0 5 2 1 5 1 7 4 0 0 0 1 0 0 0 0 37 0 1 0 1 0 1 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 3 2 4 3 8 13 5 10 59 22 4 0 4 4 2 1 7 2 7 4

Sex-StereoTyping	0	1	0	0	0	0
Telework	0	0	0	0	0	0
Termination	3	2	4	3	8	10
Terms/Conditions of Employment	13	5	10	59	22	34
Time and Attendance	4	0	4	4	2	2
Training	1	7	2	7	4	4
Other	0	13	0	0	1	0
Comparative Data		Previou	s Fiscal Ye	ear Data		
Processing Time	2019	2020	2021	2022	2023	2024
Complaints pending during fiscal year						
Average number of days in investigation stage	436	390	343	255	248	267
Average number of days in final action stage	57	71	80	50	51	49
Complaint pending during fiscal year where hearing was						
requested						
Average number of days in investigation stage	397	373	370	277	243	272
Average number of days in final action stage	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was not						
requested						
Average number of days in investigation stage	508	312	311	228	231	258
Average number of days in final action stage	58.5	90	85	59	57	57

Comparative Data	Previous Fiscal Year Data								
Complaints Dismissed by Agency	2019	2020	2021	2022	2023	2024			
Total Complaints Dismissed by Agency	3	6	11	5	3	13			
Average days pending prior to dismissal	35	66	49	22	27	26			
Complaints Withdrawn by Complainants									
Total Complaints Withdrawn by Complainants	2	5	1	5	1	10			

Comparative Data		Previous Fiscal Year Data						
Pending Complaints Filed in Previous Fiscal Years by Status	2019	2020	2021	2022	2023	2024		
Total complaints from previous Fiscal Years	48	41	56	54	54	112		
Total Complainants	47	40	54	46	49	104		
Number complaints pending								
Investigation	2	4	0	5	3	1		
ROI Issued, Pending Complainants Action	1	0	0	1	1	2		
Hearing	36	34	49	30	25	29		
Final Action	6	1	9	4	1	9		
Appeal with EEOC Office of Federal Operations	3	2	3	14	24	71		

Comparative Data	Previous Fiscal Year Data									
Complaint Investigations	2019	2020	2021	2022	2023	2024				
Pending Complaints Where Investigations Exceeds Required Time Frames	31	34	21	22	1	8				

Comparative Data	Previous Fiscal Year Data											
Total Final Actions Finding Discrimination	2019#	2019%	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %
Total Number Findings	1		1		2		1		2		1	
Without Hearing	0	0	1	100%	2	100%	1	100%	2	100%	1	100%
With Hearing	1	100%	0	0	0	0	0	0	0	0	0	0

Comparative Data	Previous Fiscal Year Data											
Findings of Discrimination Rendered by Basis												<u> </u>
Note: Complaints can be filed alleging multiple bases. The sum of	2019 #	2019%	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024#	2024%
the bases may not equal total complaints filed.												l
Total Number Findings												
Race	0	0	0	0	0	0	0	0	0	0	0	C
Color	0	0	0	0	0	0	0	0	0	0	0	С
Religion	0	0	0	0	0	0	0	0	0	0	0	C
Reprisal	1	100%	0	0	1	100%	1	100%	0	0	0	С
Sex	1	100%	0	0	0	0	0	0	0	0	0	C
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	C
National Origin	0	0	0	0	0	0	0	0	0	0	0	С
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	С
Age	0	0	0	0	0	0	0	0	0	0	0	С
Disability	1	100%	1	100%	1	100%	0	0	2	100%	1	100%
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	С
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	С
Findings After Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	C
Color	0	0	0	0	0	0	0	0	0	0	0	С
Religion	0	0	0	0	0	0	0	0	0	0	0	С
Reprisal	1	100%	0	0	0	0	0	0	0	0	0	C
Sex	1	100%	0	0	0	0	0	0	0	0	0	С
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	С
National Origin	0	0	0	0	0	0	0	0	0	0	0	С
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	С
Age	0	0	0	0	0	0	0	0	0	0	0	С
Disability	1	100%	0	0	0	0	0	0	0	0	0	С
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	С
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	С
Findings Without Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	C
Color	0	0	0	0	0	0	0	0	0	0	0	C
Religion	0	0	0	0	0	0	0	0	0	0	0	С
Reprisal	0	0	0	0	1	100%	1	100%	0	0	0	C
Sex	0	0	0	0	0	0	0	0	0	0	0	С
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0		0	0	0	0	0	0	0	0	0	С
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	С
Age	0	0			0	0		0	0		0	C
Disability	0		1	100%	1	100%	0	0	2		1	100%
Genetic Information	0		0		0	0		0	0		0	
Non-EEO	0				0	0	0	0	0			C

Comparative Data				Previous	Fiscal Year D	ata					
Findings of Discrimination Rendered by Issue	2019 #	2019 %	2020 # 2020	% 2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024#	2024%
Total Number Findings											
Appointment/Hire	0	0	0	0) (0	0	0	0	0	0
Assignment of Duties	0	0	0	0 () () 1	100%	1	33.33%	0	0
Awards	0	0	0	0 () (0	0	0		0	0
Conversion to Full-time	0	0	0	0 () (0	0	0	0	0	0
Disciplinary Action											
Demotion	0	0	0	0 () (0	0	0	0	0	0
Reprimand	0	0	0	0) (0	0	0	0	0	0
Suspension	0	0	0	0 () (0	0	0	0	0	0
Removal	0	0	0	0) (0	0	0	0	0	0
Disciplinary Warning	0	0	0	0 () (0	0	0	0	0	0
Duty Hours	0	0	0	0 () (0	0	0	0	0	0
Evaluation/Appraisal	0		0	0 (0	0	0	0	0	0
Examination/Test	0		0	0 (0	0	0	0	0	0
Harassment											
Non-Sexual	1	100%	0	0	1 100%	1	100%	1	33.33%	0	0
Sexual	0		0	0 (0	0		0	0
Medical Examination	0		0	0 (0	0		1	100%
Pay (Including Overtime)	0		0	0	1 1		0	0		0	0
Promotion/Non-Selection	0		0	0) () 0	0	0	0	0	0
Reassignment	, in the second	Ü	J. Company				j		J	Ü	Ů
Denied	0	0	0	0) () 0	0	0	0	0	0
Directed	0	_	0	0		_	0	0		0	0
Reasonable Accommodation Disability	0			0%			0	1	33.33%	0	0
Reinstatement	0		0	0			0	0		0	0
Religious Accommodation	0		0	0		_	0	0		0	0
Retirement	0		0	0			0	0		0	0
Sex-Stereotyping	0		0	0			0	0	0	0	0
Telework	0		0	0			0	0		0	0
Termination	1	100%	0	0 (_	0	0	-	0	0
Terms/Conditions of Employment	0		0	0	1 1		0	0	-	0	0
Time and Attendance	0		0	0) 0	0	0	-	0	0
Training	0		0	0			0	0	0	0	0
Other	0		0	0			0	0		0	0
Findings After Hearing		Ü	J				J			Ü	Ŭ
Appointment/Hire	0	0	0	0		0	0	0	0	0	0
Assignment of Duties	0		0	0			0	0			0
Awards	0		0	0			0	0			0
Conversion to Full-time	0			0 (·	0		_	0
Disciplinary Action		Ü	J				J			Ü	Ŭ
Demotion	0	0	0	0		0	0	0	0	0	0
Reprimand	0		0	0			0	0			0
Suspension	0		0	0			0	0			0
Removal	0		0	0			0	0			0
Disciplinary Warning	0		0	0		_	0	0	-		0
Duty Hours	0		0	0			0	0		_	<u>U</u>
Evaluation/Appraisal	0		0	0			0	0			
Examination/Test	0		_	0 1		_	0	0		-	
Harassment	U	U	U			, 0	U	0	U	0	
Non-Sexual	1	100%	0	0		0	0	0	0	0	
Sexual	0						0	0	_		0
Medical Examination	0					0 0	J	0			0
rieulcal Examination	0	U	U	U _I	J (<u> </u>	ı U	U	U	U	

Pay (Including Overtime)	0 0	C	0	0	0	0	0	0	0	0
Promotion/Non-Selection (0 0		0	0	0	0	0	0	0	0
Reassignment										
Denied	0 0) (0	0	0	0	0	0	0	0
Directed	0 0) (0	0	0	0	0	0	0	0
Reasonable Accommodation	0 0) (0	0	0	0	0	0	0	0
Reinstatement	0 0) (0	0	0	0	0	0	0	0
Religious Accommodation	0 0) (0	0	0	0	0	0	0	0
Retirement	0 0		0	0	0	0	0	0	0	0
Sex-Stereotyping (0 0) (0	0	0	0	0	0	0	0
Telework	0 0		0	0	0	0	0	0	0	0
Termination	100%		0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0 0) (0	0	0	0	0	0	0	0
Time and Attendance	0 0		0	0	0	0	0	0	0	0
Training	0 0		0	0	0	0	0	0	0	0
Other	0 0		0	0	0	0	0	0	0	0

Findings Without Hearing												
Appointment/Hire	0	0	0	0	0	0	0	C	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	C) 1	33.33%	0	0
Awards	0	0	0	0	0	0	0	C	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	C	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	C	0	0	0	0
Reprimand	0	0	0	0	0	0	0	C	0	0	0	0
Suspension	0	0	0	0	0	0	0	C	0	0	0	0
Removal	0	0	0	0	0	0	0	C	0	0	0	0
Disciplinary Warning	0	0	0	0	0	0	0	C	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	O	0	0	0	0
Evaluation/Appraisal	0	0		0	0	0	0	O	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0		0	1	100%	0	0	1	33.33%	0	0
Sexual	0	0		0	0	0	0	O	0	0	0	0
Medical Examination	0	0		0	0	0	0	O	0	0	1	100%
Pay (Including Overtime)	0	0	0	0	1	100%	0	O	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	O	0	0	0	0
Reassignment												
Denied	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	0	0		100%	0	0	0	O) 1	33.33%	0	0
Reinstatement	0	0		0	0	0	0	C	0	0	0	0
Religious Accommodation	0	0		0	0	0	0	O	,	0	0	0
Retirement	0	0		0	0	0	0	O	0	0	0	0
Sex-Stereotyping	0	0		0	0	0	0	0	0	0	0	0
Telework	0	0		0	0	0	0	O	0	0	0	0
Termination	0	0		0	0	0	0	C	0	0	0	0
Terms/Conditions of Employment	0	0		0	1	100%	0	O	0	0	0	0
Time and Attendance	0			0	0	0	0	O	0	0	0	0
Training	0			0	0	0	0	C	0	0	0	0
Other	0	0	0	0	0	0	0	O	0	0	0	0