No FEAR Act FY24 Q3 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 through June
Number of Complaints Filed	25	31	48	102	65	67
Number of Complainants	24	31	47	100	63	65
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 the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 through June
Race	4	8	20	12	12	18
Color	0	5	4	5	5	8
Religion	0	1	3	46	10	11
Reprisal	16	21	22	24	42	37
Sex	9	15	18	18	37	27
Pregnancy Discrimination Act	0	0	2	3	1	1
National Origin	4	2	5	7	17	12
Equal Pay Act	0	0	0	1	1	0
Age	7	6	7	8	17	9
Disability	13	8	7	67	22	26
Genetic Information Non-Disclosure	0	2	0	0	1	0
Non-EEO	0	1	0	0	0	0

Comparative Data		Previou	s Fiscal Ye	ar Data		
Complaints by Issue						2024
Note: Complaints can be filed alleging multiple issues. The sum of	2019	2020	2021	2022	2023	through
the issues may not equal total complaints filed.						June
Appointment/Hire	2	1	1	2	3	0
Assignment of Duties	9	13	8	9	20	11
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	6
Removal	4	5	2	6	2	5
Suspension	0	1	0	1	0	1
Letter of Warning	1	1	5	2	4	3
Other	0	0	0	0	0	0
Duty Hours	2	1	0	1	1	1
Evaluation Appraisal	17	9	8	9	15	8
Examination/Test	0	1	0	0	0	1
Harassment						

0					54
	6	2	1	6	4
4	2	0	0	1	0
1	1	2	0	2	6
11	5	13	7	15	3
5	7	5	1	2	0
4	2	0	5	2	1
1	5	1	7	4	11
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	7
13	5	10	59	22	29
4	0	4	4	2	1
1	7	2	7	4	3
0	13	0	0	1	0
	1 11 5 4 1 0 0 0 1 0 0 3 13 4	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 2 11 5 13 5 7 5 4 2 0 1 5 1 0 0 0 0 0 0 1 0 1 0 0 0 0 0 0 3 2 4 13 5 10 4 0 4 1 7 2	1 1 2 0 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	1 1 2 0 2 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 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

Comparative Data		Previou	s Fiscal Ye	ear Data		
Processing Time	2019	2020	2021	2022	2023	2024 through June
Complaints pending during fiscal year						
Average number of days in investigation stage	436	390	343	255	248	270
Average number of days in final action stage	57	71	80	50	51	45
Complaint pending during fiscal year where hearing was						
requested						
Average number of days in investigation stage	397	373	370	277	243	276
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	253
Average number of days in final action stage	58.5	90	85	59	57	51

Comparative Data		Previous Fiscal Year Data									
Complaints Dismissed by Agency	2019	2020	2021	2022	2023	2024 through June					
Total Complaints Dismissed by Agency	3	6	11	5	3	10					
Average days pending prior to dismissal	35	66	49	22	27	27					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	2	5	1	5	1	8					

Comparative Data	Previous Fiscal Year Data								
Pending Complaints Filed in Previous Fiscal Years by Status	2019	2020	2021	2022	2023	2024 through June			
Total complaints from previous Fiscal Years	48	41	56	54	54	74			
Total Complainants	47	40	54	46	49	68			
Number complaints pending									
Investigation	2	4	0	5	3	14			

ROI Issued, Pending Complainants Action	1	0	0	1	1	5
Hearing	36	34	49	30	25	29
Final Action	6	1	9	4	1	5
Appeal with EEOC Office of Federal Operations	3	2	3	14	24	21

Comparative Data	Previous Fiscal Year Data							
Complaint Investigations	2019	2020	2021	2022	2023	2024 through June		
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 F	iscal Year Da	ata					
Findings of Discrimination Rendered by Basis												
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.												1
Total Number Findings												
Race	0		0		0	0	0	0	0	0	0	0
Color	0	0	0		0	0	0	0	0	0	0	0
Religion	0		0		0	0	0	0	0	0	0	0
Reprisal	1	100%	0		1	100%	1	100%	0	0	0	0
Sex	1	100%	0		0	0	0	0	0	0	0	0
Pregnancy Discrimination Act	0		0		0	0		0	0	0	0	0
National Origin	0		0		0	0	_	0	0	0	0	0
Equal Pay Act	0		0		0	0	0	0	0	0	0	0
Age	0		0		0	0	0	0	0	0	0	0
Disability	1	100%	1	100%	1	100%	0	0	2		1	100%
Genetic Information	0		0		0	0	0	0	0	0	0	. 0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Race	0		0		0	0		0	0		0	0
Color	0		0		0	0		0	0	0	0	0
Religion	0		0		0	0	0	0	0	0	0	0
Reprisal	1	100%	0		0	0	0	0	0	0	0	0
Sex	1	100%	0	-	0	0	0	0	0	0	0	0
Pregnancy Discrimination Act	0		0		0	0	0	0	0	0	0	. 0
National Origin	0	•	0		0	0		0	0	0	0	0
Equal Pay Act	0		0		0	0	_	0	0	0	0	. 0
Age	0		0		0	0	0	0	0	0	0	0
Disability	1	100%	0		0	0	0	0	0	0	0	0
Genetic Information	0		0		0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
Race	0		0		0	0	0	0	0	_	0	0
Color	0		0		0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	0 0	0	0	1	100%	1	100%	0	0	0	0
Sex	0 0	0	0	0	0	0	0	0	0	0	0
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	0	0
Equal Pay Act	0 0	0	0	0	0	0	0	0	0	0	0
Age	0 0	0	0	0	0	0	0	0	0	0	0
Disability	0 0	1	100%	1	100%	0	0	2	100%	1	100%
Genetic Information	0 0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0 0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue 2019 2019 2020 2020 2021 2021 2021 2022 2022 2023 2023 2024 20	Comparative Data	Previous Fiscal Year Data											
Total Number Findings		2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024#	2024%
Appointment/Hire													
Assignment of Duties		0	0	0	0	0	0	0	0	0	0	0	0
Awards				0	0	0	0	1	100%	1	33.33%	0	0
Conversion to Full-time		0	0	0	0	0	0	0	0	0		0	0
Disciplinary Action	Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Demotion													
Reprimand		0	0	0	0	0	0	0	0	0	0	0	0
Subsension	Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Removal 0		0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours		0	0	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual 1 100% 0 0 1 100% 1 100% 1 33,33% 0 0		0	0	0	0	0	0	0	0	0	0	0	0
Sexual	Harassment												
Medical Examination 0 0 0 0 0 0 0 0 0	Non-Sexual	1	100%	0	0	1	100%	1	100%	1	33.33%	0	0
Pay (Including Overtime) 0 0 0 0 0 0 0 0 0	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	Medical Examination	0	0	0	0	0	0	0	0	0	0	1	100%
Promotion/Non-Selection	Pay (Including Overtime)	0	0	0	0	1	1	0	0	0	0	0	0
Reassignment		0	0	0	0	0	0	0	0	0	0	0	0
Denied													
Directed Directed		0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement 0 <		0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation 0	Reasonable Accommodation Disability	0	0	1	100%	0	0	0	0	1	33.33%	0	0
Retirement 0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement 0	Religious Accommodation	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 0 0 0 0 0 0 0	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Telework	Sex-Stereotyping	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	Termination	1	100%	0	0	0	0	0	0	0	0	0	0
Time and Attendance 0	Terms/Conditions of Employment	0	0	0	0	1	1	0	0	0	0	0	0
Other 0 <td></td> <td>0</td>		0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing 0	Training	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire 0	Other	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire 0	Findings After Hearing												
Assignment of Duties 0		0	0	0	0	0	0	0	0	0	0	0	0
Awards 0 <td></td> <td></td> <td></td> <td></td> <td></td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td></td> <td></td> <td>0</td> <td>0</td>						0	0	0	0			0	0
Conversion to Full-time 0		0		0	0	0	0	0	0	0	0	0	0
Disciplinary Action				0	0	0	0	0	0	0	0	0	0
	Demotion	0	0	0	0	0	0	0	0	0	0	0	0

Suspension													
Removal 0 0 0 0 0 0 0 0 0	Reprimand	0	0		0	0	0	0	0	0	0	0	0
Disciplinary Warning	Suspension	0	0		0	0	0	0	0	0	0	0	0
Duty Hours 0 0 0 0 0 0 0 0 0	Removal	0	0		0	0	0	0	0	0	0	0	0
Duty Hours	Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Harassment Non-Sexual	Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual 0 <td>Harassment</td> <td></td>	Harassment												
Medical Examination 0	Non-Sexual	1	100%				0	0	0	0		0	0
Pay (Including Overtime) 0 0 0 0 0 0 0 0 0	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	Medical Examination	0	0		0	0	0	0	0	0	0	0	0
Denied D	Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Denied 0 <td>Promotion/Non-Selection</td> <td>0</td>	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Directed 0<	Reassignment												
Reasonable Accommodation 0 <td>Denied</td> <td>0</td>	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement 0 <	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation 0	Reasonable Accommodation	0	0		0	-	0	0	0	0	0	0	0
Retirement 0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping 0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework 0<	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination 1 100% 0 0 0 0 0 0 0 0 Terms/Conditions of Employment 0 <td>Sex-Stereotyping</td> <td>0</td>	Sex-Stereotyping	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 Time and Attendance 0	Telework	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 Training 0 </td <td>Termination</td> <td>1</td> <td>100%</td> <td>0</td>	Termination	1	100%	0	0	0	0	0	0	0	0	0	0
Training 0 0 0 0 0 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
	Time and Attendance	0	0		0		0	0	0	0	0	0	0
Other 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Training	0	0		0	0	0	0	0	0	0	0	0
	Other	0	0	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	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	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	C	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	C	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	C	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100%	0	C	1	33.33%	0	0
Sexual	0	0	0	0	0	0	0	C	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	C	0	0	1	100%
Pay (Including Overtime)	0	0	0	0	1	100%	0	C	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	0
Directed	0	0	0	0	0	0	0	C	0	0	0	0
Reasonable Accommodation	0	0	1	100%	0	0	0	O		33.33%	0	0
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
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	1	100%	0	0	<u> </u>	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1 -	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	O	0	0	0	0