		Comparative Data (Sec. 1614.705)										
Complaint Activity			Previous	Fiscal Yea	r Data							
29 CFR §1614.704 (a), (b), and (c)	2017	2018	2019	2020	2021	2022 10/1/21 - 03/31/22						
Number of Complaints Filed	2571	2813	2642	2807	2601	1353						
Number of Complainants	2568	2692	2514	2668	2478	1335						
Repeat Filers	92	109	124	123	112	18						

Complaints by Basis		Co	omparative	Data (Sec	. 1614.705)	
29 CFR §1614.704 (d)			Previous	Fiscal Yea	r Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022 10/1/21 - 03/31/22
Race	982	992	995	997	967	469
Color	128	139	119	115	104	58
Religion	98	105	79	73	66	123
Reprisal	1088	1209	1129	1243	1178	574
Sex	836	806	716	706	698	350
Pregnancy Discrimination Act	0	0	18	16	18	11
National Origin	210	249	238	221	213	122
Equal Pay Act	29	18	23	19	24	0
Age	720	644	632	643	618	291
Disability	902	1095	967	1066	954	522
GINA	7	3	6	5	3	6
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue		Co	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (e)			Previous	Fiscal Yea	r Data	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2017	2018	2019	2020	2021	2022 10/1/21 - 03/31/22
Appointment/Hire	70	93	64	83	55	23
Assignment of Duties	236	239	356	298	254	110
Awards	23	8	18	5	18	7
Conversion to Full-time	1	1	1	0	2	0
Disciplinary Action		•				
Demotion	15	19	27	25	24	7
Reprimand	74	123	127	128	115	29
Suspension	122	128	110	93	80	37
Removal	70	92	126	90	58	28
Warning	202	151	202	199	147	109
Duty Hours	68	77	98	112	77	44
Performance Evaluation/Appraisal	229	341	265	328	272	157
Examination/Test	1	2	1	2	0	2
Harassment		•				
Non-Sexual	1524	1631	1518	1760	1633	877
Sexual	110	112	88	83	86	42
Medical Examination	4	4	12	12	4	6
Pay (Including Overtime)	168	145	140	172	154	82
Promotion/Non-Selection	419	384	373	391	355	152
Reassignment		•				
Denied	22	27	16	20	23	10
Directed	106	227	100	258	187	114
Reasonable Accommodation Disability	301	391	355	427	331	197
Reinstatement	1	0	1	2	0	1
Religious Accommodation	9	10	6	6	6	43
Retirement	39	46	116	48	41	57
Sex-Stereotyping	0	0	0	0	0	1
Telework	20	32	36	77	89	35
Termination	166	249	192	291	280	81
Terms/Conditions of Employment	41	60	39	45	36	9
Time and Attendance	299	332	381	446	389	169
Training	74	71	100	85	60	34
Other*	363	155	0	160	143	68

Processing Time 29 CFR §1614.704(f)		Co		Data (Sec.		
			Previous	Fiscal Yea	r Data	
The average length of time it has taken an agency to complete, respectively, investigation an final action for:	2017	2018	2019	2020	2021	2022 10/1/21 -
Complaints pending (for any length of time) during fiscal year	r					
Average number of days in investigation stage	139.9	149.6	135.9	126.2	123.5	154.9
Average number of days in final action stage	610.0	647.7	728.9	781.7	103	98.6
Complaints pending during fiscal year where hearing was requ	uested					
Average number of days in investigation stage	222.6	192.6	190.7	195.0	187.4	196.2
Average number of days in final action stage	5	6	8	7	6.5	5.7
Complaints pending during fiscal year where hearing was not	requested					
Average number of days in investigation stage	223.8	211.6	206.7	202.3	198.2	180.7
Average number of days in final action stage	126	140	222	310	199.5	185.8

		Comparative Data (Sec. 1614.705)										
Complaints Dismissed by Agency			Previous	s Fiscal Yea	r Data							
29 CFR §1614.704 (g)	2017	2018	2019	2020	2021	2022 10/1/21 - 03/31/22						
Total Complaints Dismissed by Agency	424	496	574	572	595	183						
Average days pending prior to dismissal	48.8	49.9	46.7	40.9	46.1	49.5						

		Co	omparative	Data (Sec.	1614.705)		
Complaints Withdrawn by Complainants 29 CFR §1614.704 (h) otal Complaints Withdrawn by Complainants			Previous	s Fiscal Yea	r Data		
	2017	2018	2019	2020	2021	2022 10/1/21 - 03/31/22	
Total Complaints Withdrawn by Complainants	208	208	174	188	197		96

Total Final Actions Finding Discrimination					(Comparative Data (S Previous Fiscal Y		05)				
29 CFR §1614.704 (i)	20	2017 2018		18		2019	20)20	20	21	20 10/1/21 -	22 03/31/22
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	25	100%
Without Hearing	18	55%	18	55%	29	52%	36	49%	44	68%	12	48%
With Hearing	18	45%	15	45%	27	48%	37	51%	21	32%	13	52%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)					(Comparative Data (S Previous Fiscal Y		05)				
Note: Complaints can be filed alleging multiple bases.	20	17	20	18		2019	20	20	20	21	2022 10/1/21 - 03/31/22	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	25	100%
Race	6	17%	9	27%	6	11%	17	23%	5	8%	2	8%
Color	0	0%	0	0%	0	0%	2	3%	1	2%	2	8%
Religion	1	3%	1	3%	3	5%	3	4%	0	0%	0	0%
Reprisal	15	42%	6	18%	17	30%	31	42%	27	42%	11	44%
Sex	5	14%	10	30%	12	21%	15	20%	16	25%	9	36%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	1	3%	2	4%	3	4%	1	2%	1	4%
Equal Pay Act	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Age	2	6%	1	3%	1	2%	5	7%	3	5%	2	8%
Disability	13	36%	18	55%	25	45%	28	38%	24	37%	12	48%
GINA	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 Basis 29 CFR §1614.704 (j)(2)					(Comparative Data (S Previous Fiscal N		05)				
Note: Complaints can be filed alleging multiple bases.	20	17	20	18		2019 2020			20	21	2022 10/1/21 - 03/31/22	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	18	100%	29	100%	36	100%	44	100%	12	100%
Race	1	6%	1	6%	4	14%	5	14%	1	2%	1	8%
Color	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Religion	0	0%	1	6%	0	0%	2	5%	0	0%	0	0%
Reprisal	7	39%	2	11%	8	28%	14	39%	15	34%	6	50%
Sex	4	22%	4	22%	5	17%	7	19%	9	20%	3	25%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	2	7%	1	3%	1	2%	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	7	39%	11	61%	14	48%	16	43%	21	48%	5	42%
GINA	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 Basis					C	Comparative Data (S)5)				
29 CFR §1614.704 (j)(3) Note: Complaints can be filed alleging multiple bases.	20	17	20	18		Previous Fiscal Y 2019)20	20	21	2022 10/1/21 - 03/31/22	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	18	100%	15	100%	27	100%	37	100%	21	100%	13	100%
Race	5	28%	8	53%	2	7%	12	32%	4	19%	1	8%
Color	0	0%	0	0%	0	0%	0	0%	1	5%	2	15%
Religion	1	6%	0	0%	3	11%	1	3%	0	0%	0	0%
Reprisal	8	44%	4	27%	9	33%	17	46%	12	57%	5	38%
Sex	1	6%	6	40%	7	26%	8	22%	7	33%	6	46%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	1	7%	0	0%	2	5%	0	0%	1	8%
Equal Pay Act	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Age	2	11%	1	7%	1	4%	5	14%	3	14%	2	15%
Disability	6	33%	7	47%	11	41%	12	32%	3	14%	7	54%
GINA	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%

					C	omparative Data (S	ec. 1614.70	5)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Y	'ear Data					
29 CFR §1614.704 (k)(1)	201	7	201	8		2019	20	20	202	21	20 10/1/21 -	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	25	100%
Appointment/Hire	1	3%	0	0%	0	0%	1	1%	0	0%	0	0%
Assignment of Duties	2	6%	0	0%	1	2%	5	7%	1	2%	1	4%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	1	3%	0	0%	0	0%	0	0%	1	2%	0	0%
Suspension	0	0%	0	0%	0	0%	4	5%	0	0%	0	0%
Removal	2	6%	0	0%	1	2%	3	4%	1	2%	0	0%
Warning	0	0%	0	0%	0	0%	7	9%	1	2%	3	12%
Duty Hours	1	3%	0	0%	0	0%	2	3%	0	0%	0	0%
Evaluation Appraisal	1	3%	0	0%	3	5%	7	9%	3	5%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment		•	•	•			•					
Non-Sexual	4	11%	12	36%	13	23%	21	28%	15	23%	7	28%
Sexual	3	8%	2	6%	6	11%	6	8%	8	12%	3	12%
Medical Examination	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	3%	2	4%	1	1%	4	6%	1	4%
Promotion/Non-Selection	6	17%	5	15%	5	9%	16	22%	11	17%	1	4%
Reassignment		•	•		•		•					
Denied	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%
Directed	3	8%	1	3%	4	7%	3	4%	1	2%	1	4%
Reasonable Accommodation	9	25%	9	27%	15	27%	11	15%	16	25%	8	32%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
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	5	14%	1	3%	3	5%	2	3%	4	6%	3	12%
Terms/Conditions of Employment	2	6%	0	0%	3	5%	2	3%	0	0%	0	0%
Time and Attendance	0	0%	1	3%	3	3	3	3	3	3	3	12%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	4	11%	8	24%	14	25%	20	27%	10	15%	4	16%

					C	omparative Data (S	ec. 1614.70	5)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Y	'ear Data					
29 CFR §1614.704 (k)(2)	201	7	201	8		2019	20	20	202	21		03/31/22
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	18	100%	29	100%	36	100%	44	100%	12	100%
Appointment/Hire	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	2	11%	0	0%	1	3%	1	3%	0	0%	1	8%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action							•					
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Suspension	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Removal	1	6%	0	0%	1	3%	2	5%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	2	5%	1	2%	1	8%
Duty Hours	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	3	10%	2	5%	1	2%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment									· · · · · · · · · · · · · · · · · · ·			
Non-Sexual	1	6%	3	17%	6	21%	6	16%	4	9%	3	25%
Sexual	2	11%	1	6%	4	14%	6	16%	6	14%	2	17%
Medical Examination	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	6%	0	0%	0	0%	1	2%	1	8%
Promotion/Non-Selection	2	11%	1	6%	2	7%	6	16%	7	16%	0	0%
Reassignment									· · · · · · · · · · · · · · · · · · ·			
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	6%	0	0%	3	10%	0	0%	0	0%	0	0%
Reasonable Accommodation	6	33%	7	39%	11	38%	7	19%	14	32%	3	25%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
Retirement	0	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	2	11%	0	0%	1	3%	2	5%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	6%	2	7%	0	0%	2	5%	2	17%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	4	22%	6	33%	8	28%	10	28%	9	20%	3	25%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
29 CFR §1614.704 (k)(3)	2017		2018		2019		2020		2021		2022 10/1/21 - 03/31/22	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	18	100%	15	100%	27	100%	37	100%	21	100%	13	100%
Appointment/Hire	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	4	11%	1	5%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Disciplinary Action		•	•	•	•		•	•	•			
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%
Removal	1	6%	0	0%	0	0%	1	3%	1	5%	0	0%
Warning	0	0%	0	0%	0	0%	5	14%	0	0%	2	15%
Duty Hours	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	0	0%	5	14%	2	10%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	3	17%	9	60%	7	26%	15	41%	11	52%	5	38%
Sexual	1	6%	1	7%	2	7%	0	0%	2	10%	1	8%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	2	7%	1	3%	3	14%	0	0%
Promotion/Non-Selection	4	22%	4	27%	3	11%	10	27%	4	19%	1	8%
Reassignment												
Denied	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Directed	2	11%	1	7%	1	4%	3	8%	1	5%	1	8%
Reasonable Accommodation	3	17%	2	13%	4	15%	4	11%	2	10%	5	38%
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%	1	8%
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	3	17%	1	7%	2	7%	0	0%	4	19%	3	23%
Terms/Conditions of Employment	2	11%	0	0%	2	7%	2	5%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	4%	1	3%	2	10%	1	8%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	2	13%	6	22%	10	27%	1	5%	1	8%

	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data								
Pending Complaints Filed in Previous Fiscal Years by Status29									
CFR §1614.704 (I)	2017	2018	2019	2020	2021	2022 10/1/21 - 03/31/22			
Total complaints from previous Fiscal Years	3647	4332	4562	4458	3680	4547			
Total Complainants	3146	3734	3955	3878	3255	3996			
Number complaints pending									
Investigation	14	8	24	16	3	57			
ROI issued, pending Complainant's action	18	18	11	17	8	73			
Hearing	2979	3286	3236	2934	2523	2926			
Final Action	153	444	714	731	468	710			
Appeal with EEOC Office of Federal Operations	480	574	576	759	678	781			

	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data							
Complaint Investigations 29 CFR §1614.704 (m)		2018	2019	2020	2021	2022 10/1/21 - 03/31/22		
Pending Complaints Where Investigations Exceeds Required Time Frames	80	144	97	52	43	43		