		C	omparative	Data (Sec.	1614.705)	
Complaint Activity			Previous	Fiscal Year	Data	
29 CFR §1614.704 (a), (b), and (c)	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
Number of Complaints Filed	2813	2642	2807	2601	2918	692
Number of Complainants	2692	2514	2668	2478	2775	683
Repeat Filers	109	124	123	112	134	7

Complaints by Basis		C	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (d)			Previous	Fiscal Year	Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
Race	992	995	997	967	994	237
Color	139	119	115	104	131	43
Religion	105	79	73	66	326	47
Reprisal	1209	1129	1243	1178	1180	313
Sex	806	716	706	698	754	185
Pregnancy Discrimination Act	0	18	16	18	25	4
National Origin	249	238	221	213	234	70
Equal Pay Act	18	23	19	24	2	0
Age	644	632	643	618	635	165
Disability	1095	967	1066	954	1110	260
GINA	3	6	5	3	10	1
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue		C	omparative	Data (Sec. 1	L614.705)	
29 CFR §1614.704 (e)			Previous	Fiscal Year	Data	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
Appointment/Hire	93	64	83	55	77	19
Assignment of Duties	239	356	298	254	242	64
Awards	8	18	5	18	17	3
Conversion to Full-time	1	1	0	2	2	0
Disciplinary Action						
Demotion	19	27	25	24	23	6
Reprimand	123	127	128	115	79	11
Suspension	128	110	93	80	86	27
Removal	92	126	90	58	61	11
Warning	151	202	199	147	233	76
Duty Hours	77	98	112	77	106	19
Performance Evaluation/Appraisal	341	265	328	272	284	78
Examination/Test	2	1	2	0	4	0
Harassment						
Non-Sexual	1631	1518	1760	1633	1881	457
Sexual	112	88	83	86	95	27
Medical Examination	4	12	12	4	8	4
Pay (Including Overtime)	145	140	172	154	187	50
Promotion/Non-Selection	384	373	391	355	340	101
Reassignment						
Denied	27	16	20	23	22	4
Directed	227	100	258	187	239	65
Reasonable Accommodation Disability	391	355	427	331	445	95
Reinstatement	0	1	2	0	3	0
Religious Accommodation	10	6	6	6	163	21
Retirement	46	116	48	41	48	20
Sex-Stereotyping	0	0	0	0	3	0
Telework	32	36	77	89	82	16
Termination	249	192	291	280	247	32
Terms/Conditions of Employment	60	39	45	36	26	11
Time and Attendance	332	381	446	389	391	120
Training	71	100	85	60	71	24
Other*	155	0	160	143	146	39

Processing Time	Comparative Data (Sec. 1614.705)										
29 CFR §1614.704(f)			Previous	Fiscal Year	Data						
The average length of time it has taken an agency to	2018	2019	2020	2021	2022	2023					
complete, respectively, investigation an final action for:	2010	2015	2020	2021	2022	Q1 (10/1/22-12/31/22)					
Complaints pending (for any length of time) during fiscal yea	r										
Average number of days in investigation stage	149.6	135.9	126.2	123.5	225.8	195.6					
Average number of days in final action stage	647.7	728.9	781.7	103	72.6	54					
Complaints pending during fiscal year where hearing was req	uested										
Average number of days in investigation stage	192.6	190.7	195	187.4	306.5	202.0					
Average number of days in final action stage	6	8	7	6.5	6.8	4.7					
Complaints pending during fiscal year where hearing was not	requested										
Average number of days in investigation stage	211.6	206.7	202.3	198.2	241.9	188.1					
Average number of days in final action stage	140	222	310	199.5	138.3	103.3					

		C	omparative	Data (Sec.	1614.705)	
Complaints Dismissed by Agency 29 CFR §1614.704 (g)			Previous	Fiscal Year	Data	
	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
Total Complaints Dismissed by Agency	496	574	572	595	511	107
Average days pending prior to dismissal	49.9	46.7	40.9	46.1	61.9	110.4

		C	omparative	Data (Sec.	1614.705)						
Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Previous Fiscal Year Data										
	2018	2019	2020	2021	2022	2023					
	2010	2015	2020	2021	2022	Q1 (10/1/22-12/31/22)					
Total Complaints Withdrawn by Complainants	208	174	188	197	215	51					

Total Final Actions Finding Discrimination					C	omparative Data (S Previous Fiscal Y		5)				
29 CFR §1614.704 (i)	20:	18	20	19		2020	2021		2022		202 Q1 (10/1/22-	-
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	33	100%	56	100%	73	100%	65	100%	63	100%	13	100%
Without Hearing	18	55%	29	52%	36	49%	44	68%	38	60%	11	85%
With Hearing	15 45% 27 48% 37 51% 21 32% 25 40% 2 15%											15%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)					С	omparative Data (S Previous Fiscal Y		5)				
Note: Complaints can be filed alleging multiple bases.	20	18	20	19		2020	20)21	20	22	2023 Q1 (10/1/22-12/31/22)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	33	100%	56	100%	73	100%	65	100%	63	100%	13	100%
Race	9	27%	6	11%	17	23%	5	8%	4	6%	2	15%
Color	0	0%	0	0%	2	3%	1	2%	2	3%	0	0%
Religion	1	3%	3	5%	3	4%	0	0%	1	2%	0	0%
Reprisal	6	18%	17	30%	31	42%	27	42%	26	41%	5	38%
Sex	10	30%	12	21%	15	20%	16	25%	18	29%	1	8%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	1	3%	2	4%	3	4%	1	2%	1	2%	1	8%
Equal Pay Act	0	0%	0	0%	1	1%	0	0%	2	3%	0	0%
Age	1	3%	1	2%	5	7%	3	5%	2	3%	1	8%
Disability	18	55%	25	45%	28	38%	24	37%	31	49%	9	69%
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 (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.	20:	18	20	19		2020	20)21	20	22	2023 Q1 (10/1/22-12/31/22)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	29	100%	36	100%	44	100%	38	100%	11	100%
Race	1	6%	4	14%	5	14%	1	2%	2	5%	2	18%
Color	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Religion	1	6%	0	0%	2	5%	0	0%	0	0%	0	0%
Reprisal	2	11%	8	28%	14	39%	15	34%	14	37%	4	36%
Sex	4	22%	5	17%	7	19%	9	20%	7	18%	1	9%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	2	7%	1	3%	1	2%	0	0%	1	9%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
Disability	11	61%	14	48%	16	43%	21	48%	20	53%	7	64%
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					С	omparative Data (S		5)				
29 CFR §1614.704 (j)(3)						Previous Fiscal Y	'ear Data					
Note: Complaints can be filed alleging multiple bases.	20 1	18	20	19		2020	20	21	20	22	2023 Q1 (10/1/22-12/31/22)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	15	100%	27	100%	37	100%	21	100%	25	100%	2	100%
Race	8	53%	2	7%	12	32%	4	19%	2	8%	0	0%
Color	0	0%	0	0%	0	0%	1	5%	2	8%	0	0%
Religion	0	0%	3	11%	1	3%	0	0%	1	4%	0	0%
Reprisal	4	27%	9	33%	17	46%	12	57%	12	48%	1	50%
Sex	6	40%	7	26%	8	22%	7	33%	11	44%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	1	7%	0	0%	2	5%	0	0%	1	4%	0	0%
Equal Pay Act	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Age	1	7%	1	4%	5	14%	3	14%	2	8%	0	0%
Disability	7	47%	11	41%	12	32%	3	14%	11	44%	2	100%
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	Comparative Data (Se	ec. 1614.70	5)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Y	ear Data					
29 CFR §1614.704 (k)(1)	20	18	20	19		2020	20)21	202	2	202 3 Q1 (10/1/22-1	-
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	33	100%	56	100%	73		65	100%	63	100%	13	0%
Appointment/Hire	0	- / -	0		1	1%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	1	2%	5		1	2%	3	5%	1	8%
Awards	0	0%	0		0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	1	1%	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%	1	2%	1	2%	0	0%
Suspension	0	0%	0	0%	4	5%	0	0%	0	0%	0	0%
Removal	0	0%	1	2%	3	4%	1	2%	1	2%	0	0%
Warning	0	0%	0	0%	7	9%	1	2%	2	3%	0	0%
Duty Hours	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	5%	7	9%	3	5%	0	0%	1	8%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	•					• • • •						
Non-Sexual	12	36%	13	23%	21	28%	15	23%	21	33%	2	15%
Sexual	2	6%	6	11%	6	8%	8	12%	8	13%	0	0%
Medical Examination	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	3%	2	4%	1	1%	4	6%	4	6%	0	0%
Promotion/Non-Selection	5	15%	5	9%	16	22%	11	17%	2	3%	1	8%
Reassignment												
Denied	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
Directed	1	3%	4	7%	3	4%	1	2%	1	2%	0	0%
Reasonable Accommodation	9	27%	15	27%	11	15%	16	25%	20	32%	8	62%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	1	2%	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	1	3%	3	5%	2	3%	4	6%	4	6%	0	0%
Terms/Conditions of Employment	0	0%	3	5%	2	3%	0	0%	0	0%	0	0%
Time and Attendance	1	3%	3	5%	1		4	6%	6	10%	1	8%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	8	24%	14	25%	20		10	15%	11	17%	3	23%

					C	Comparative Data (S	ec. 1614.70	5)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Y	'ear Data					
29 CFR §1614.704 (k)(2)	20	18	20	19		2020	20)21	2022		2023 Q1 (10/1/22-12/31/22)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	29	100%	36	100%	44	100%	38	100%	11	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	1	3%	1	3%	0	0%	2	5%	1	9%
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%	1	2%	1	3%	0	0%
Suspension	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Removal	0	0%	1	3%	2	5%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	2	5%	1	2%	1	3%	0	0%
Duty Hours	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	10%	2	5%	1	2%	0	0%	1	9%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment									÷			
Non-Sexual	3	17%	6	21%	6	16%	4	9%	9	24%	2	18%
Sexual	1	6%	4	14%	6	16%	6	14%	4	11%	0	0%
Medical Examination	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	6%	0	0%	0	0%	1	2%	3	8%	0	0%
Promotion/Non-Selection	1	6%	2	7%	6	16%	7	16%	0	0%	1	9%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	3	10%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	7	39%	11	38%	7	19%	14	32%	13	34%	6	55%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	1	3%	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%	1	3%	2	5%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	6%	2	7%	0	0%	2	5%	3	8%	1	9%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	6	33%	8	28%	10	28%	9	20%	10	26%	3	27%

	Comparative Data (Sec. 1614.705)												
Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Previous Fiscal Year Data												
	2018		2019		2020		2021		2022		2023 Q1 (10/1/22-12/31/22)		
	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	0	100%	27	100%	37	100%	21	100%	25	100%	2	100%	
Appointment/Hire	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	
Assignment of Duties	0	0%	0	0%	4	11%	1	5%	1	4%	0	0%	
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Conversion to Full-time	0	0%	0	0%	1	3%	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%	0	0%	0	0%	
Suspension	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%	
Removal	0	0%	0	0%	1	3%	1	5%	1	4%	0	0%	
Warning	0	0%	0	0%	5	14%	0	0%	1	4%	0	0%	
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Evaluation Appraisal	0	0%	0	0%	5	14%	2	10%	0	0%	0	0%	
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Harassment	•												
Non-Sexual	9	60%	7	26%	15	41%	11	52%	12	48%	0	0%	
Sexual	1	7%	2	7%	0	0%	2	10%	4	16%	0	0%	
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Pay (Including Overtime)	0	0%	2	7%	1	3%	3	14%	1	4%	0	0%	
Promotion/Non-Selection	4	27%	3	11%	10	27%	4	19%	2	8%	0	0%	
Reassignment	•												
Denied	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%	
Directed	1	7%	1	4%	3	8%	1	5%	1	4%	0	0%	
Reasonable Accommodation	2	13%	4	15%	4	11%	2	10%	7	28%	2	100%	
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	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%	
Termination	1	7%	2	7%	0	0%	4	19%	4	16%	0	0%	
Terms/Conditions of Employment	0	0%	2	7%	2	5%	0	0%	0	0%	0	0%	
Time and Attendance	0	0%	1	4%	1		2	10%	3	12%	0	0%	
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Other	2	13%	6	22%	10		1	5%	1	4%	0	0%	

		Comparative Data (Sec. 1614.705)							
Pending Complaints Filed in Previous Fiscal Years by Status29	Previous Fiscal Year Data								
CFR §1614.704 (I)	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)			
Total complaints from previous Fiscal Years	4332	4562	4458	3680	3553	5181			
Total Complainants	3734	3955	3878	3255	3177	4609			
Number complaints pending									
Investigation	8	24	16	3	4	548			
ROI issued, pending Complainant's action	18	11	17	8	6	285			
Hearing	3286	3236	2934	2523	2214	2651			
Final Action	444	714	731	468	536	848			
Appeal with EEOC Office of Federal Operations	574	576	759	678	793	849			

	Comparative Data (Sec. 1614.705)							
Complaint Investigations	Previous Fiscal Year Data							
29 CFR §1614.704 (m)	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)		
Pending Complaints Where Investigations Exceeds Required Time Frames	144	97	52	43	15	1		