|                                    |      | С    | omparative | Data (Sec.  | 1614.705) |                                      |
|------------------------------------|------|------|------------|-------------|-----------|--------------------------------------|
| Complaint Activity                 |      |      | Previous   | Fiscal Year | Data      |                                      |
| 29 CFR §1614.704 (a), (b), and (c) | 2018 | 2019 | 2020       | 2021        | 2022      | <b>2023</b><br>Q1 (10/1/22-12/31/22) |
| Number of Complaints Filed         | 2488 | 2343 | 2489       | 2381        | 2664      | 642                                  |
| Number of Complainants             | 2392 | 2230 | 2373       | 2274        | 2540      | 633                                  |
| Repeat Filers                      | 94   | 110  | 112        | 100         | 116       | 7                                    |

| Complaints by Basis  |      | С    | 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<br>the bases may not equal total complaints filed. | 2018 | 2019 | 2020       | 2021        | 2022      | <b>2023</b><br>Q1 (10/1/22-12/31/22) |
| Race   | 881  | 862  | 880        | 881         | 900       | 221                                  |
| Color  | 131  | 106  | 109        | 99          | 113       | 42                                   |
| Religion   | 96   | 72   | 66         | 62          | 314       | 44                                   |
| Reprisal   | 1068 | 990  | 1085       | 1078        | 1080      | 292                                  |
| Sex  | 714  | 620  | 623        | 637         | 681       | 175                                  |
| Pregnancy Discrimination Act   | 0    | 17   | 15         | 17          | 24        | 4                                    |
| National Origin  | 231  | 215  | 200        | 205         | 222       | 69                                   |
| Equal Pay Act  | 17   | 22   | 19         | 24          | 2         | 0                                    |
| Age  | 571  | 550  | 559        | 555         | 571       | 153                                  |
| Disability   | 926  | 822  | 905        | 866         | 997       | 239                                  |
| GINA   | 3    | 4    | 5          | 3           | 9         | 1                                    |
| Non-EEO basis  | 0    | 0    | 0          | 0           | 0         | 0                                    |

| Complaints by Issue   |      | С    | omparative | Data (Sec.  | 1614.705) |                                      |
|---|------|------|------------|-------------|-----------|--------------------------------------|
| 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      | <b>2023</b><br>Q1 (10/1/22-12/31/22) |
| Appointment/Hire  | 79   | 55   | 65         | 50          | 68        | 18                                   |
| Assignment of Duties  | 214  | 311  | 275        | 245         | 225       | 63                                   |
| Awards  | 6    | 16   | 5          | 17          | 17        | 3                                    |
| Conversion to Full-time   | 1    | 1    | 0          | 2           | 2         | 35                                   |
| Disciplinary Action   |      |      |            |             |           |                                      |
| Demotion  | 18   | 23   | 23         | 22          | 22        | Ţ.                                   |
| Reprimand   | 106  | 110  | 112        | 106         | 70        | Ç                                    |
| Suspension  | 121  | 99   | 88         | 78          | 78        | 72                                   |
| Removal   | 83   | 111  | 73         | 53          | 56        | 10                                   |
| Warning   | 124  | 175  | 173        | 129         | 219       | 72                                   |
| Duty Hours  | 76   | 97   | 106        | 76          | 100       | 19                                   |
| Performance Evaluation/Appraisal  | 301  | 229  | 290        | 239         | 259       | 73                                   |
| Examination/Test  | 2    | 1    | 2          | 0           | 4         | (                                    |
| Harassment  |      |      |            |             |           |                                      |
| Non-Sexual  | 1449 | 1344 | 1584       | 1512        | 1710      | 431                                  |
| Sexual  | 97   | 81   | 72         | 80          | 90        | 26                                   |
| Medical Examination   | 4    | 12   | 12         | 4           | 8         | 4                                    |
| Pay (Including Overtime)  | 138  | 128  | 161        | 148         | 179       | 47                                   |
| Promotion/Non-Selection   | 347  | 333  | 344        | 317         | 308       | 92                                   |
| Reassignment  |      |      |            |             |           |                                      |
| Denied  | 22   | 12   | 20         | 19          | 17        | 4                                    |
| Directed  | 210  | 89   | 253        | 182         | 232       | 63                                   |
| Reasonable Accommodation Disability   | 328  | 292  | 358        | 306         | 400       | 83                                   |
| Reinstatement   | 0    | 1    | 2          | 0           | 2         | (                                    |
| Religious Accommodation   | 7    | 4    | 6          | 6           | 160       | 20                                   |
| Retirement  | 41   | 104  | 43         | 34          | 38        | 17                                   |
| Sex-Stereotyping  | 0    | 0    | 0          | 0           | 2         | (                                    |
| Telework  | 21   | 24   | 64         | 85          | 73        | 14                                   |
| Termination   | 226  | 182  | 263        | 258         | 232       | 33                                   |
| Terms/Conditions of Employment  | 54   | 36   | 38         | 34          | 25        | 13                                   |
| Time and Attendance   | 302  | 344  | 408        | 373         | 360       | 113                                  |
| Training  | 61   | 81   | 71         | 55          | 66        | 24                                   |
| Other*  | 138  | 0    | 138        | 128         | 140       | 3.                                   |

| Processing Time   |           | С     | omparative | Data (Sec.  | 1614.705) |                                      |
|---|-----------|-------|------------|-------------|-----------|--------------------------------------|
| 29 CFR §1614.704(f)   |           |       | Previous   | Fiscal Year | Data      |                                      |
| The average length of time it has taken an agency to complete, respectively, investigation an final action for: | 2018      | 2019  | 2020       | 2021        | 2022      | <b>2023</b><br>Q1 (10/1/22-12/31/22) |
| Complaints pending (for any length of time) during fiscal year  |           |       |            |             |           |                                      |
| Average number of days in investigation stage   | 148.6     | 133.2 | 122.4      | 124.3       | 229.4     | 196                                  |
| Average number of days in final action stage  | 650.3     | 732.2 | 778.5      | 101.8       | 70.7      | 53.7                                 |
| Complaints pending during fiscal year where hearing was requ  | iested    |       |            |             |           |                                      |
| Average number of days in investigation stage   | 191.6     | 190.8 | 196.2      | 188.6       | 302.6     | 202.6                                |
| Average number of days in final action stage  | 6         | 9     | 13         | 6.5         | 6.6       | 4.7                                  |
| Complaints pending during fiscal year where hearing was not   | requested | •     | •          | •           |           |                                      |
| Average number of days in investigation stage   | 212.6     | 207.6 | 202.5      | 198.4       | 243.8     | 187.9                                |
| Average number of days in final action stage  | 142       | 227   | 310        | 197.1       | 134.8     | 102.6                                |

|  |       | C    | omparative | Data (Sec.  | 1614.705) |                                      |
|--|-------|------|------------|-------------|-----------|--------------------------------------|
| Complaints Dismissed by Agency<br>29 CFR §1614.704 (g) |       |      | Previous   | Fiscal Year | Data      |                                      |
| 29 CFR §1614.704 (g)                                   | 2018  | 2019 | 2020       | 2021        | 2022      | <b>2023</b><br>Q1 (10/1/22-12/31/22) |
| Total Complaints Dismissed by Agency                   | 421   | 500  | 498        | 543         | 463       | 89                                   |
| Average days pending prior to dismissal                | 50.84 | 46   | 41.59      | 45.9        | 51.3      | 105.6                                |

|  |      | C    | omparative | Data (Sec.  | 1614.705) |                       |
|--|------|------|------------|-------------|-----------|-----------------------|
| Complaints Withdrawn by Complainants<br>29 CFR §1614.704 (h) |      |      | Previous   | Fiscal Year | Data      |                       |
|  | 2018 | 2019 | 2020       | 2021        | 2022      | 2023                  |
|  | 2010 | 2013 | 2020       | 2021        | 2022      | Q1 (10/1/22-12/31/22) |
| Total Complaints Withdrawn by Complainants                   | 187  | 155  | 163        | 175         | 194       | 48                    |

| Total Final Actions Finding Discrimination |                                  | Comparative Data (Sec. 1614.705) Previous Fiscal Year Data |    |      |    |      |    |      |             |      |    |      |
|--|----------------------------------|--|----|------|----|------|----|------|-------------|------|----|------|
| 29 CFR §1614.704 (i)                       | 2018   2019   2020   2021   2022 |  |    |      |    |      |    |      | Q1 (10/1/22 | _    |    |      |
|  |                                  |  |    |      |    |      |    |      | #           | %    |    |      |
| Total Number Findings                      | 30                               | 100%   | 48 | 100% | 69 | 100% | 58 | 100% | 55          | 100% | 11 | 100% |
| Without Hearing                            | 16                               | 53%  | 25 | 64%  | 35 | 51%  | 37 | 64%  | 35          | 64%  | 10 | 91%  |
| With Hearing                               | 14                               | 47%  | 23 | 59%  | 34 | 49%  | 21 | 36%  | 20          | 36%  | 1  | 9%   |

| Findings of Discrimination Rendered by Basis<br>29 CFR §1614.704 (j)(1) |    |      |    |      | (  | Comparative Data (Se<br>Previous Fiscal Y |      | 5)   |      |      |                            |      |
|---|----|------|----|------|----|---|------|------|------|------|----------------------------|------|
| Note: Complaints can be filed alleging multiple bases.                  | 20 | 18   | 20 | 19   |    | 2020                                      | 2021 |      | 2022 |      | <b>20</b> 2<br>Q1 (10/1/22 | _    |
| The sum of the bases may not equal total complaints and findings.       | #  | %    | #  | %    | #  | %   | #    | %    | #    | %    | #                          | %    |
| Total Number Findings   | 30 | 100% | 48 | 100% | 69 | 100%                                      | 58   | 100% | 55   | 100% | 11                         | 100% |
| Race  | 9  | 30%  | 6  | 13%  | 15 | 22%                                       | 5    | 9%   | 4    | 7%   | 1                          | 9%   |
| Color   | 0  | 0%   | 0  | 0%   | 2  | 2%  | 1    | 2%   | 2    | 4%   | 0                          | 0%   |
| Religion  | 1  | 3%   | 3  | 6%   | 3  | 4%  | 0    | 0%   | 1    | 2%   | 0                          | 0%   |
| Reprisal  | 4  | 13%  | 15 | 31%  | 28 | 41%                                       | 24   | 41%  | 23   | 42%  | 5                          | 45%  |
| Sex   | 10 | 33%  | 10 | 21%  | 14 | 20%                                       | 16   | 28%  | 15   | 27%  | 1                          | 9%   |
| 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%   | 0                          | 0%   |
| Equal Pay Act   | 0  | 0%   | 0  | 0%   | 1  | 1%  | 0    | 0%   | 2    | 4%   | 0                          | 0%   |
| Age   | 1  | 3%   | 1  | 2%   | 5  | 7%  | 3    | 5%   | 1    | 2%   | 1                          | 9%   |
| Disability  | 16 | 53%  | 21 | 44%  | 27 | 39%                                       | 19   | 33%  | 26   | 47%  | 8                          | 73%  |
| 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<br>29 CFR §1614.704 (j)(2) |    |      |    |      | (  | Comparative Data (Se<br>Previous Fiscal Yo |    | 5)   |     |      |                                      |      |
|---|----|------|----|------|----|--|----|------|-----|------|--------------------------------------|------|
| Note: Complaints can be filed alleging multiple bases.                  | 20 | 18   | 20 | 19   |    | 2020                                       | 20 | 21   | 20: | 22   | <b>2023</b><br>Q1 (10/1/22-12/31/22) |      |
| The sum of the bases may not equal total complaints and findings.       | #  | %    | #  | %    | #  | %  | #  | %    | #   | %    | #                                    | %    |
| Findings Without Hearing  | 16 | 100% | 25 | 100% | 35 | 100%                                       | 37 | 100% | 35  | 100% | 10                                   | 100% |
| Race  | 1  | 6%   | 4  | 16%  | 5  | 14%  | 1  | 3%   | 2   | 6%   | 1                                    | 10%  |
| Color   | 0  | 0%   | 0  | 0%   | 2  | 6%   | 0  | 0%   | 0   | 0%   | 0                                    | 0%   |
| Religion  | 1  | 6%   | 0  | 0%   | 2  | 6%   | 0  | 0%   | 0   | 0%   | 0                                    | 0%   |
| Reprisal  | 3  | 19%  | 7  | 28%  | 14 | 40%  | 12 | 32%  | 13  | 37%  | 4                                    | 40%  |
| Sex   | 2  | 13%  | 4  | 16%  | 7  | 20%  | 9  | 24%  | 6   | 17%  | 1                                    | 10%  |
| Pregnancy Discrimination Act  | 0  | 0%   | 0  | 0%   | 0  | 0%   | 0  | 0%   | 0   | 0%   | 0                                    | 0%   |
| National Origin   | 0  | 0%   | 2  | 8%   | 1  | 3%   | 1  | 3%   | 0   | 0%   | 0                                    | 0%   |
| Equal Pay Act   | 0  | 0%   | 0  | 0%   | 0  | 0%   | 0  | 0%   | 2   | 6%   | 0                                    | 0%   |
| Age   | 0  | 0%   | 0  | 0%   | 0  | 0%   | 0  | 0%   | 0   | 0%   | 1                                    | 10%  |
| Disability  | 10 | 63%  | 12 | 48%  | 15 | 43%  | 16 | 43%  | 19  | 54%  | 7                                    | 70%  |
| 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<br>29 CFR §1614.704 (j)(3) |    |      |    |      | (  | Comparative Data (So |    | 5)   |    |      |   |                            |  |
|---|----|------|----|------|----|----------------------|----|------|----|------|---|----------------------------|--|
| Note: Complaints can be filed alleging multiple bases.                  | 20 | 18   | 20 | 19   |    | 2020                 | 20 | 21   | 20 | 22   | _ | <b>023</b><br>22-12/31/22) |  |
| The sum of the bases may not equal total complaints and findings.       | #  | %    | #  | %    | #  | %                    | #  | %    | #  | %    | # | %                          |  |
| Findings After Hearing  | 14 | 100% | 23 | 100% | 34 | 100%                 | 21 | 100% | 20 | 100% | 1 | 100%                       |  |
| Race  | 8  | 57%  | 2  | 9%   | 10 | 29%                  | 4  | 19%  | 2  | 10%  | 0 | 0%                         |  |
| Color   | 0  | 0%   | 0  | 0%   | 0  | 0%                   | 1  | 5%   | 2  | 10%  | 0 | 0%                         |  |
| Religion  | 0  | 0%   | 3  | 13%  | 1  | 3%                   | 0  | 0%   | 1  | 5%   | 0 | 0%                         |  |
| Reprisal  | 2  | 14%  | 8  | 35%  | 14 | 41%                  | 12 | 57%  | 10 | 50%  | 1 | 50%                        |  |
| Sex   | 6  | 43%  | 6  | 26%  | 7  | 21%                  | 7  | 33%  | 9  | 45%  | 0 | 0%                         |  |
| Pregnancy Discrimination Act  | 0  | 0%   | 0  | 0%   | 0  | 0%                   | 0  | 0%   | 0  | 0%   | 0 | 0%                         |  |
| National Origin   | 1  | 7%   | 0  | 0%   | 2  | 6%                   | 0  | 0%   | 1  | 5%   | 0 | 0%                         |  |
| Equal Pay Act   | 0  | 0%   | 0  | 0%   | 1  | 3%                   | 0  | 0%   | 0  | 0%   | 0 | 0%                         |  |
| Age   | 1  | 7%   | 1  | 4%   | 5  | 15%                  | 3  | 14%  | 1  | 5%   | 0 | 0%                         |  |
| Disability  | 6  | 43%  | 9  | 39%  | 12 | 35%                  | 3  | 14%  | 7  | 35%  | 1 | 50%                        |  |
| 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%                         |  |

|  |     |      |     |      | (  | Comparative Data (Sec | . 1614.705) |      |     |      |                           |      |
|--|-----|------|-----|------|----|-----------------------|-------------|------|-----|------|---------------------------|------|
| Findings of Discrimination Rendered by Issue |     |      |     |      |    | Previous Fiscal Yea   | ar Data     |      |     |      |                           |      |
| 29 CFR §1614.704 (k)(1)                      | 201 | 8    | 201 | 19   |    | 2020                  | 202         | 1    | 202 | 2    | <b>202</b><br>Q1 (10/1/22 | -    |
|  | #   | %    | #   | %    | #  | %                     | #           | %    | #   | %    | #                         | %    |
| Total Number Findings                        | 30  | 100% | 48  | 100% | 69 | 100%                  | 58          | 100% | 55  | 100% | 11                        | 100% |
| Appointment/Hire                             | 0   | 0%   | 0   | 0%   | 1  | 1%                    | 0           | 0%   | 0   | 0%   | 0                         | 0%   |
| Assignment of Duties                         | 0   | 0%   | 1   | 2%   | 4  | 6%                    | 1           | 2%   | 3   | 5%   | 1                         | 9%   |
| Awards                                       | 0   | 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%   | 3  | 4%                    | 0           | 0%   | 0   | 0%   | 0                         | 0%   |
| Removal                                      | 0   | 0%   | 1   | 2%   | 2  | 3%                    | 1           | 2%   | 1   | 2%   | 0                         | 0%   |
| Warning                                      | 0   | 0%   | 0   | 0%   | 5  | 7%                    | 0           | 0%   | 1   | 2%   | 0                         | 0%   |
| Duty Hours                                   | 0   | 0%   | 0   | 0%   | 0  | 0%                    | 0           | 0%   | 0   | 0%   | 0                         | 0%   |
| Evaluation Appraisal                         | 0   | 0%   | 3   | 6%   | 5  | 7%                    | 2           | 3%   | 0   | 0%   | 1                         | 9%   |
| Examination/Test                             | 0   | 0%   | 0   | 0%   | 0  | 0%                    | 0           | 0%   | 0   | 0%   | 0                         | 0%   |
| Harassment                                   |     |      |     |      |    |                       |             |      | •   |      |                           |      |
| Non-Sexual                                   | 11  | 37%  | 12  | 25%  | 19 | 28%                   | 14          | 24%  | 19  | 35%  | 1                         | 9%   |
| Sexual                                       | 1   | 3%   | 4   | 8%   | 6  | 9%                    | 8           | 14%  | 7   | 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           | 7%   | 4   | 7%   | 0                         | 0%   |
| Promotion/Non-Selection                      | 5   | 17%  | 4   | 8%   | 14 | 20%                   | 11          | 19%  | 2   | 4%   | 1                         | 9%   |
| Reassignment                                 |     |      |     |      |    |                       |             |      | •   |      |                           |      |
| Denied                                       | 0   | 0%   | 0   | 0%   | 1  | 1%                    | 0           | 0%   | 0   | 0%   | 0                         | 0%   |
| Directed                                     | 1   | 3%   | 4   | 8%   | 1  | 1%                    | 1           | 2%   | 1   | 2%   | 0                         | 0%   |
| Reasonable Accommodation                     | 9   | 30%  | 10  | 21%  | 10 | 14%                   | 11          | 19%  | 17  | 31%  | 7                         | 64%  |
| 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%   | 1   | 2%   | 2  | 3%                    | 4           | 7%   | 3   | 5%   | 0                         | 0%   |
| Terms/Conditions of Employment               | 0   | 0%   | 1   | 2%   | 0  | 0%                    | 0           | 0%   | 0   | 0%   | 0                         | 0%   |
| Time and Attendance                          | 1   | 3%   | 2   | 4%   | 1  | 1%                    | 4           | 7%   | 6   | 11%  | 1                         | 9%   |
| Training                                     | 0   | 0%   | 0   | 0%   | 0  | 0%                    | 0           | 0%   | 0   | 0%   | 0                         | 0%   |
| Other  | 7   | 23%  | 13  | 27%  | 20 | 29%                   | 10          | 17%  | 11  | 20%  | 3                         | 27%  |

|  |     |      |     |      | (  | Comparative Data (Se | c. 1614.705) |          |     |      |                            |      |
|--|-----|------|-----|------|----|----------------------|--------------|----------|-----|------|----------------------------|------|
| Findings of Discrimination Rendered by Issue |     |      |     |      |    | Previous Fiscal Ye   | ar Data      |          |     |      |                            |      |
| 29 CFR §1614.704 (k)(2)                      | 201 | 18   | 20: | 19   |    | 2020                 | 202          | 1        | 202 | 22   | <b>20</b> 2<br>Q1 (10/1/22 |      |
|  | #   | %    | #   | %    | #  | %                    | #            | %        | #   | %    | #                          | %    |
| Findings Without Hearing                     | 16  | 100% | 25  | 100% | 35 | 100%                 | 37           | 100%     | 35  | 100% | 10                         | 100% |
| Appointment/Hire                             | 0   | 0%   | 0   | 0%   | 0  | 0%                   | 0            | 0%       | 0   | 0%   | 0                          | 0%   |
| Assignment of Duties                         | 0   | 0%   | 1   | 4%   | 1  | 3%                   | 0            | 0%       | 2   | 6%   | 1                          | 10%  |
| 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            | 3%       | 1   | 3%   | 0                          | 0%   |
| Suspension                                   | 0   | 0%   | 0   | 0%   | 1  | 3%                   | 0            | 0%       | 0   | 0%   | 0                          | 0%   |
| Removal                                      | 0   | 0%   | 1   | 4%   | 2  | 6%                   | 0            | 0%       | 0   | 0%   | 0                          | 0%   |
| Warning                                      | 0   | 0%   | 0   | 0%   | 2  | 6%                   | 0            | 0%       | 0   | 0%   | 0                          | 0%   |
| Duty Hours                                   | 0   | 0%   | 0   | 0%   | 2  | 6%                   | 0            | 0%       | 0   | 0%   | 0                          | 0%   |
| Evaluation Appraisal                         | 0   | 0%   | 3   | 12%  | 2  | 6%                   | 0            | 0%       | 0   | 0%   | 1                          | 10%  |
| Examination/Test                             | 0   | 0%   | 0   | 0%   | 0  | 0%                   | 0            | 0%       | 0   | 0%   | 0                          | 0%   |
| Harassment                                   |     |      |     |      |    |                      |              |          | •   | •    | •                          |      |
| Non-Sexual                                   | 3   | 19%  | 5   | 20%  | 6  | 17%                  | 3            | 8%       | 9   | 26%  | 1                          | 10%  |
| Sexual                                       | 1   | 6%   | 3   | 12%  | 6  | 17%                  | 6            | 16%      | 3   | 9%   | 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            | 3%       | 3   | 9%   | 0                          | 0%   |
| Promotion/Non-Selection                      | 1   | 6%   | 1   | 4%   | 6  | 17%                  | 7            | 19%      | 0   | 0%   | 1                          | 10%  |
| Reassignment                                 | '   |      |     | ,    |    | !                    |              | <u> </u> |     |      |                            |      |
| Denied                                       | 0   | 0%   | 0   | 0%   | 0  | 0%                   | 0            | 0%       | 0   | 0%   | 0                          | 0%   |
| Directed                                     | 0   | 0%   | 3   | 12%  | 0  | 0%                   | 0            | 0%       | 0   | 0%   | 0                          | 0%   |
| Reasonable Accommodation                     | 7   | 44%  | 8   | 32%  | 6  | 17%                  | 9            | 24%      | 12  | 34%  | 6                          | 60%  |
| 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%   | 0   | 0%   | 2  | 6%                   | 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                          | 1   | 6%   | 1   | 4%   | 0  | 0%                   | 2            | 5%       | 3   | 9%   | 1                          | 10%  |
| Training                                     | 0   | 0%   | 0   | 0%   | 0  | 0%                   | 0            | 0%       | 0   | 0%   | 1                          | 0%   |
| Other  | 5   | 31%  | 7   | 28%  | 10 |                      | 9            | 24%      | 10  | 29%  | 3                          | 30%  |

|  | Comparative Data (Sec. 1614.705) |           |    |      |      |      |      |      |      |      |                                      |      |  |
|--|----------------------------------|-----------|----|------|------|------|------|------|------|------|--------------------------------------|------|--|
| Findings of Discrimination Rendered by Issue | Previous Fiscal Year Data        |           |    |      |      |      |      |      |      |      |                                      |      |  |
| 29 CFR §1614.704 (k)(3)                      | 201                              | 2018 2019 |    | 19   | 2020 |      | 2021 |      | 2022 |      | <b>2023</b><br>Q1 (10/1/22-12/31/22) |      |  |
|  | #                                | %         | #  | %    | #    | %    | #    | %    | #    | %    | #                                    | %    |  |
| Findings After Hearing                       | 14                               | 100%      | 23 | 100% | 34   | 100% | 21   | 100% | 20   | 100% | 1                                    | 100% |  |
| Appointment/Hire                             | 0                                | 0%        | 0  | 0%   | 1    | 3%   | 0    | 0%   | 0    | 0%   | 0                                    | 0%   |  |
| Assignment of Duties                         | 0                                | 0%        | 0  | 0%   | 3    | 9%   | 1    | 5%   | 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%   | 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%   | 2    | 6%   | 0    | 0%   | 0    | 0%   | 0                                    | 0%   |  |
| Removal                                      | 0                                | 0%        | 0  | 0%   | 0    | 0%   | 1    | 5%   | 1    | 5%   | 0                                    | 0%   |  |
| Warning                                      | 0                                | 0%        | 0  | 0%   | 3    | 9%   | 0    | 0%   | 1    | 5%   | 0                                    | 0%   |  |
| Duty Hours                                   | 0                                | 0%        | 0  | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0                                    | 0%   |  |
| Evaluation Appraisal                         | 0                                | 0%        | 0  | 0%   | 3    | 9%   | 2    | 10%  | 0    | 0%   | 0                                    | 0%   |  |
| Examination/Test                             | 0                                | 0%        | 0  | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0                                    | 0%   |  |
| Harassment                                   |                                  |           |    |      |      |      | •    |      |      |      |                                      |      |  |
| Non-Sexual                                   | 8                                | 57%       | 7  | 30%  | 13   | 38%  | 11   | 52%  | 10   | 50%  | 0                                    | 0%   |  |
| Sexual                                       | 0                                | 0%        | 1  | 4%   | 0    | 0%   | 2    | 10%  | 4    | 20%  | 0                                    | 0%   |  |
| Medical Examination                          | 0                                | 0%        | 0  | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0                                    | 0%   |  |
| Pay (Including Overtime)                     | 0                                | 0%        | 2  | 9%   | 1    | 3%   | 3    | 14%  | 1    | 5%   | 0                                    | 0%   |  |
| Promotion/Non-Selection                      | 4                                | 29%       | 3  | 13%  | 8    | 24%  | 4    | 19%  | 2    | 10%  | 0                                    | 0%   |  |
| Reassignment                                 |                                  |           |    |      |      |      | •    |      |      |      |                                      |      |  |
| Denied                                       | 0                                | 0%        | 0  | 0%   | 1    | 3%   | 0    | 0%   | 0    | 0%   | 0                                    | 0%   |  |
| Directed                                     | 1                                | 7%        | 1  | 4%   | 1    | 3%   | 1    | 5%   | 1    | 5%   | 0                                    | 0%   |  |
| Reasonable Accommodation                     | 2                                | 14%       | 2  | 9%   | 4    | 12%  | 2    | 10%  | 5    | 25%  | 1                                    | 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                                    | 0%   |  |
| Termination                                  | 1                                | 7%        | 1  | 4%   | 0    | 0%   | 4    | 19%  | 3    | 15%  | 0                                    | 0%   |  |
| Terms/Conditions of Employment               | 0                                | 0%        | 1  | 4%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0                                    | 0%   |  |
| Time and Attendance                          | 0                                | 0%        | 1  | 4%   | 1    | 3%   | 2    | 10%  | 3    | 15%  | 0                                    | 0%   |  |
| Training                                     | 0                                | 0%        | 0  | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0                                    | 0%   |  |
| Other  | 2                                | 14%       | 6  | 26%  | 10   | 29%  | 1    | 5%   | 1    | 5%   | 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 | <b>2023</b><br>Q1 (10/1/22-12/31/22) |  |  |  |
| Total complaints from previous Fiscal Years                   | 3804                             | 3989 | 3907 | 3247 | 3171 | 4683                                 |  |  |  |
| Total Complainants  | 3273                             | 3457 | 3395 | 2864 | 2837 | 4169                                 |  |  |  |
| Number complaints pending                                     |                                  |      |      |      |      |                                      |  |  |  |
| Investigation   | 6                                | 19   | 11   | 2    | 1    | 503                                  |  |  |  |
| ROI issued, pending Complainant's action                      | 14                               | 8    | 15   | 7    | 5    | 263                                  |  |  |  |
| Hearing   | 2909                             | 2844 | 2587 | 2237 | 1999 | 2415                                 |  |  |  |
| Final Action  | 382                              | 627  | 650  | 414  | 480  | 769                                  |  |  |  |
| Appeal with EEOC Office of Federal Operations                 | 492                              | 491  | 644  | 587  | 686  | 733                                  |  |  |  |

|  | Comparative Data (Sec. 1614.705) |                           |      |      |      |                                      |  |  |  |
|--|----------------------------------|---------------------------|------|------|------|--------------------------------------|--|--|--|
| Complaint Investigations<br>29 CFR §1614.704 (m)                     |                                  | Previous Fiscal Year Data |      |      |      |                                      |  |  |  |
|  |                                  | 2019                      | 2020 | 2021 | 2022 | <b>2023</b><br>Q1 (10/1/22-12/31/22) |  |  |  |
| Pending Complaints Where Investigations Exceeds Required Time Frames | 129                              | 83                        | 40   | 40   | 13   | 1                                    |  |  |  |