		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	2023
	2018	2019	2020	2021	2022	Q1 (10/1/22-12/31/22)
Number of Complaints Filed	194	159	177	106	136	22
Number of Complainants	184	151	168	98	132	22
Repeat Filers	9	10	14	10	4	0

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	56	62	64	39	48	8
Color	5	6	3	1	7	0
Religion	7	3	3	2	8	2
Reprisal	90	62	85	47	54	8
Sex	52	53	41	25	36	3
Pregnancy Discrimination Act	0	0	0	1	0	0
National Origin	9	8	11	5	5	0
Equal Pay Act	1	0	0	0	0	0
Age	46	44	41	28	35	7
Disability	109	80	100	47	66	13
GINA	0	1	0	0	1	0
Non-EEO basis	0	0	0	0	0	C

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	6	4	8	3	4	0
Assignment of Duties	10	16	12	4	8	2
Awards	1	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action		<u> </u>				
Demotion	1	4	2	1	1	1
Reprimand	8	9	9	5	3	1
Suspension	4	8	4	0	5	1
Removal	9	14	9	1	3	1
Warning	19	11	18	7	10	2
Duty Hours	1	0	4	0	3	0
Performance Evaluation/Appraisal	15	18	19	17	13	3
Examination/Test	0	0	0	0	0	0
Harassment		<u> </u>				
Non-Sexual	111	83	100	54	83	13
Sexual	10	2	7	3	1	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	4	6	7	1	6	0
Promotion/Non-Selection	26	21	31	14	14	3
Reassignment						
Denied	2	3	0	3	3	0
Directed	13	8	1	3	4	1
Reasonable Accommodation Disability	41	38	44	17	29	9
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	1	0	0	3	1
Retirement	3	6	4	5	6	3
Sex-Stereotyping	0	0	0	0	0	0
Telework	5	6	7	0	6	1
Termination	20	8	20	15	7	1
Terms/Conditions of Employment	6	0	4	1	1	0
Time and Attendance	16	15	28	10	23	5
Training	5	10	6	4	4	0
Other*	12	0	11	8	6	2

Processing Time		Co	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 and final action for:	2018	2019	2020	2021	2022	2023 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	143.0	120.9	116.1	108.4	177.8	175.2
Average number of days in final action stage	626.5	740.7	810.1	91.9	95.1	46.0
Complaints pending during fiscal year where hearing was req	uested	•	•	•		
Average number of days in investigation stage	194.4	187.6	179.2	175.4	337.8	168.1
Average number of days in final action stage	4	6	11	6.2	13.3	3.3
Complaints pending during fiscal year where hearing was not	requested					
Average number of days in investigation stage	203.7	201.9	203.5	202.3	224.0	197.0
Average number of days in final action stage	129	244	305	177.6	176.9	88.6

		С	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	45	38	43	27	32	7
Average days pending prior to dismissal	46.44	63.3	30.5	46.96	42	69.8

		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	2013	2020	2021	202	Q1 (10/1/22-12/31/22)				
Total Complaints Withdrawn by Complainants	14	10	13	16	9	8				

Total Final Actions Finding Discrimination					C	omparative Data (Se Previous Fiscal Y		5)				
29 CFR §1614.704 (i)	20	18	18 2019			2020	20)21	20	22	20 2 Q1 (10/1/22	
	#	# %		%	#	%	#	%	#	%	#	%
Total Number Findings	2	100%	5	100%	2	100%	5	100%	4	100%	1	100%
Without Hearing	1	50%	2	40%	1	50%	5	100%	1	25%	1	100%
With Hearing	1	50%	3	60%	1	50%	0	0%	3	75%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)					C	Comparative Data (So Previous Fiscal Y		95)				
Note: Complaints can be filed alleging multiple bases.	2018 2019					2020	2	021	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	1	100%	5	100%	2	100%	5	100%	4	100%	1	100%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	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%	2	40%	1	50%	2	40%	1	25%	0	0%
Sex	0	0%	1	20%	0	0%	0	0%	2	50%	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%	1	25%	0	0%
Disability	1	100%	2	40%	1	50%	4	80%	3	75%	1	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%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)					C	omparative Data (S Previous Fiscal Y		5)				
Note: Complaints can be filed alleging multiple bases.	20	2018 2019				2020	2021		2022		2023 Q1 (10/1/22-12/31/22)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	1	100%	2	100%	1	100%	5	100%	1	100%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	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%	1	50%	0	0%	2	40%	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	1	100%	1	50%	1	100%	4	80%	1	100%	0	0%
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	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
29 CFR §1614.704 (j)(3)		1		,		Previous Fiscal Y	ear Data			,		
Note: Complaints can be filed alleging multiple bases.	20	18	20	19		2020	2021		2022		2023 Q1 (10/1/22-12/31/22)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	1	100%	5	100%	1	100%	0	0%	3	100%	1	100%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	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%	1	33%	1	100%	0	0%	1	33%	0	0%
Sex	0	0%	1	33%	0	0%	0	0%	2	67%	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%	1	33%	0	0%
Disability	0	0%	1	33%	0	0%	0	0%	2	67%	1	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%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue						Previous Fiscal Yo	ear Data					
29 CFR §1614.704 (k)(1)	20:	18	20)19		2020	202	21	20	22	-)23 2-12/31/22)
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0%	2	100%	5	100%	4	100%	1	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	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%	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%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	1	20%	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%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment						•	<u> </u>			<u>l</u>	l-	
Non-Sexual	0	0%	0	0%	0	0%	1	20%	1	25%	0	0%
Sexual	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	
Promotion/Non-Selection	0	0%	1	20%	1	50%	0	0%	0	0%	0	0%
Reassignment		L		l l	·			l.				
Denied	0	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%	3	60%	1	50%	4	80%	2	50%	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	
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	1
Termination	0	0%	1	20%	0	0%	0	0%	1	25%	0	
Terms/Conditions of Employment	0	0%	2	40%	0	0%	0	0%	0	0%	0	
Time and Attendance	0	0%	1		0	0%	0	0%	0	0%	0	
Training	0	0%	0		0	0%	0	0%	0	0%	0	0%
Other	1	100%	1		0	0%	0	0%	0	0%	0	0%

					Co	omparative Data (Se)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Y	ear Data					
29 CFR §1614.704 (k)(2)	20:	18	20	19		2020	202	21	20	22	20 Q1 (10/1/22	23 2-12/31/22)
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	1	100%	2	100%	1	100%	5	100%	1	100%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	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%	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%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	1	20%	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%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Reassignment			LI CONTRACTOR OF THE CONTRACTO			•						
Denied	0	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%	2	100%	1	100%	4	80%	1	100%	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	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	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	100%	1	50%	0	0%	0	0%	0	0%	0	0%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
29 CFR §1614.704 (k)(3)	2018		2019		2020		2021		2022		2023 Q1 (10/1/22-12/31/22)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0	0%	3	100%	1	100%	0	0%	3	100%	1	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	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%	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%
Warning	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%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment		•		•	•	•	•	•		•		•
Non-Sexual	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%
Sexual	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%
Reassignment	'									l.		
Denied	0	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	1	100%	1	33%	0	0%	0	0%	1	33%	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	1
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	
Termination	0	0%	0	0%	0	0%	0	0%	1	33%	0	
Terms/Conditions of Employment	0	0%	1	33%	0	0%	0	0%	0	0%	0	1
Time and Attendance	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%

	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data								
Pending Complaints Filed in Previous Fiscal Years by Status29									
CFR §1614.704 (I)	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)			
Total complaints from previous Fiscal Years	289	308	289	215	187	253			
Total Complainants	256	272	251	196	171	225			
Number complaints pending									
Investigation	0	1	2	1	0	12			
ROI issued, pending Complainant's action	2	2	0	1	0	11			
Hearing	200	199	177	138	102	120			
Final Action	38	56	48	31	28	46			
Appeal with EEOC Office of Federal Operations	49	50	62	44	57	64			

Complaint Investigations		Comparative Data (Sec. 1614.705)							
		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	6	5	7	1	0	0			