

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: CSOSA

For 4th Quarter 2024 for period ending September 30, 2024

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 30-Sep
	2019	2020	2021	2022	2023	
Number of Complaints Filed	12	7	8	5	13	18
Number of Complainants	12	6	6	5	11	17
Repeat Filers	0	1	2	0	2	1
Complaints By Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 30-Sep
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	4	4	6	0	6	4
Color	3	3	2	0	4	1
Religion	2	1	0	0	1	1
Reprisal	5	4	4	4	7	8
Sex	7	4	6	1	8	6
PDA	0	0	0	1	0	0
National Origin	1	1	0	0	0	1
Equal Pay Act	0	0	0	0	0	0
Age	2	1	0	2	7	0
Disability	4	3	2	1	2	5
Genetics	0	0	0	0	1	0

Non-EEO	0	0	0	0	0	0
<b>Complaints By Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru 30-Sep</b>
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	5	3	1	1	1	1
Awards	0	0	1	0	0	0
Conversion to Full Time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	1
Reprimand	2	2	0	0	0	0
Suspension	0	1	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	1	0	0
Duty Hours	3	0	0	0	0	2
Evaluation/Appraisal	3	2	1	3	2	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-sexual	9	4	4	4	10	8
Sexual	0	0	0	0	2	0
Medical Examination	1	0	0	0	0	0
Pay Including Overtime	1	2	0	1	1	0
Promotion/Non-Selection	2	3	3	0	5	1
<b>Reassignment</b>						
Denied	1	1	1	0	1	0
Directed	1	2	0	0	2	0
Reasonable Accommodation	2	1	0	1	0	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1

Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	0	0	0
Termination	0	0	0	0	1	0
Terms & Conditions of Employment	5	4	2	2	1	0
Time & Attendance	2	1	0	0	3	1
Training	3	0	0	0	3	0
<b>Other</b>	0	0	1	1	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru 30-Sep</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Complaints pending during fiscal year						
Average number of days in investigation	324.60	245.82	190.88	204.00	173.43	199.93
Average number of days in final action	102.08	211.78	31.67	18.00	54.50	44.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	378.33	243.57	173.20	197.25	172.80	196.17
Average number of days in final action	70.89	255.71	7.67	4.00	0.00	1.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	244.00	256.33	220.33	231.00	175.00	202.44
Average number of days in final action	195.67	58.00	55.67	60.00	54.50	58.33
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru 30-Sep</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Total Complaints Dismissed by Agency	1	1	2	0	0	0
Average days prior to dismissal	14	12	24	0	0	0
<b>Complaints Withdrawn by Complainants</b>						













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	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	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other – User Define												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru 30-Sep</b>						
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
Total complaints from previous Fiscal Years	27	21	11	6	2	3						
Total Complainants	23	19	10	5	2	3						
<b>Number complaints pending</b>												
Investigation	4	1	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	16	19	9	4	2	2						
Final Agency Action	2	0	0	0	0	0						
Appeal with EEOC Office of Federal Operations	3	2	4	3	1	2						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru 30-Sep</b>						
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	3	8	0	0	0	0						