



**ANNUAL NO FEAR REPORT TO CONGRESS**

**FISCAL YEAR 2024**

**COURT SERVICES AND OFFENDER SUPERVISION AGENCY**

## **TABLE OF CONTENTS**

|   | <b>PAGE</b> |
|---|-------------|
| <b>I. INTRODUCTION</b>  | <b>1</b>    |
| <b>II. DATA</b>   | <b>2</b>    |
| <b>A. CIVIL CASES AND DISPOSITIONS</b>  | <b>2</b>    |
| <b>B. JUDGMENT FUND REIMBURSEMENTS</b>  | <b>2</b>    |
| <b>C. DISCIPLINARY ACTIONS</b>  | <b>2</b>    |
| <b>D. DISCIPLINARY POLICIES</b>   | <b>2</b>    |
| <b>III. FINAL YEAR-END DATA</b>   | <b>3</b>    |
| <b>IV. COMPLAINT DATA ANALYSIS</b>  | <b>3</b>    |
| <b>A. TRENDS, CAUSAL ANALYSIS, AND PRACTICAL KNOWLEDGE GAINED</b>                                     | <b>3</b>    |
| <b>1. PRE-COMPLAINTS</b>  | <b>3</b>    |
| <b>2. ALTERNATIVE DISPUTE RESOLUTION</b>  | <b>4</b>    |
| <b>3. COMPLAINTS</b>  | <b>5</b>    |
| <b>A. NEW COMPLAINTS</b>  | <b>5</b>    |
| <b>B. INVESTIGATIONS</b>  | <b>7</b>    |
| <b>4. POST-INVESTIGATION ACTIVITY</b>   | <b>7</b>    |
| <b>B. ACTIONS PLANNED OR TAKEN TO IMPROVE AGENCY'S EEO COMPLAINT PROGRAM/NO FEAR TRAINING PROGRAM</b> | <b>7</b>    |

## **I. INTRODUCTION**

Congress established the Court Services and Offender Supervision Agency for the District of Columbia (CSOSA) in the National Capital Revitalization and Self-Government Improvement Act of 1997. In that same Act, Congress established the Pretrial Services Agency of the District of Columbia (PSA) as an independent entity within CSOSA. For purposes of this report, CSOSA and PSA are collectively referred to as the “Agency.” The Agency was certified as an independent Executive branch agency in 2000 and remains committed to increasing public safety, preventing crime, promoting pretrial justice, enhancing community safety, reducing recidivism, and supporting the fair administration of justice in the District of Columbia.

The Agency is pleased to present its Annual Notification and Federal Employee Anti-discrimination and Retaliation Act (No FEAR Act) Report to Congress for Fiscal Year (FY) 2024. This report summarizes the Agency’s activities aimed at ensuring accountability for anti-discrimination and whistleblower employment-related laws. This No FEAR Act Annual Report covers the timeframe from October 1, 2023, through September 30, 2024.

The No FEAR Act was signed into law by President George W. Bush on May 15, 2002, and became effective on October 1, 2003. The Act requires Federal agencies to be accountable for violations of anti-discrimination and whistleblower protection laws and to post on their websites certain statistical data relating to Federal sector Equal Employment Opportunity (EEO) complaints filed with the Agency. The No FEAR Act also requires that, no later than 180 days after the end of the fiscal year, Federal agencies submit an annual report to the Speaker of the House of Representatives, the President *pro tempore* of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the Agency, and the Attorney General. Federal agencies are also mandated to submit the report to the U.S. Equal Employment Opportunity Commission (EEOC) and the Office of Personnel Management (OPM) pursuant to 5 C.F.R § 724.302.

Under the No FEAR Act, Federal agencies must report:

- the number, status, and disposition of Federal District Court cases arising under the laws covered by the No FEAR Act;
- the amount of any reimbursements to the Judgment Fund;
- the number and types of disciplinary actions taken against employees related to discrimination, retaliation, or harassment or the commission of a prohibited personnel practice;
- the policies implemented relating to appropriate disciplinary actions;
- the final year-end summary data related to the Agency’s EEO complaint activity for the fiscal year;
- an analysis of the data collected with respect to trends and causal analysis;
- actions planned or taken to improve the Agency’s complaint program; and
- the Agency’s No FEAR training plan.

Consistent with the mandates of this statute, the Agency posted its quarterly complaint statistics on its internal and external websites.

## **II. DATA**

### **A. Civil Cases and Dispositions**

Under Section 203(a)(1) of the No FEAR Act, Federal agencies are required to report the number of Federal District Court “cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a) in which discrimination on the part of such agency was alleged.” Further, Section 203(a)(2) requires agencies to report the status or dispositions of those cases. Pursuant to these reporting requirements, the Agency announces that there were no new cases filed in Federal District Court in FY 2024. Although there was one (1) matter pending in Federal District Court in FY 2024, it was resolved before the fiscal year ended.

In that resolved case, the plaintiff alleged race, color, sex, and reprisal as the bases for his complaint. (The bases are the protected characteristics a plaintiff contends motivated the allegedly discriminatory conduct.) The plaintiff also alleged that he was subjected to the following issues: a directed reassignment, a lowered performance evaluation, and harassment/hostile work environment. (The issues are the specific type(s) of action(s) or incident(s) for which a plaintiff is seeking redress.)

### **B. Judgment Fund Reimbursements**

Section 203(a)(3) of the No FEAR Act mandates that agencies include in their reports the amount of money the Federal agencies were required to reimburse the Judgment Fund for payments covered by the Act and identify the amount of the reimbursements attributable to the payment of attorneys’ fees. The Act also requires that agencies report any budgetary adjustments required to comply with agencies’ obligations to reimburse the Judgment Fund under Section 203(a)(7)(8). As required by these mandates, the Agency reports that it was required to reimburse the Judgment Fund \$160,000. The entire amount was disbursed to the attorney for the plaintiff without the parties specifying the amount attributable to the attorney’s fees.

### **C. Disciplinary Actions**

Pursuant to Section 203(a)(4) of the No FEAR Act, Federal agencies must report “the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1)” of the Act. In FY 2024, the Agency did not discipline any employees for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in Section 203(a)(1) of the Act.

### **D. Disciplinary Policies**

Section 203(a)(6) of the No FEAR Act requires Federal agencies to include in their annual report a detailed description of the policies implemented by the agencies related to disciplinary actions imposed against a Federal employee who discriminates against any individual in violation of the laws alleged under Section 201(a)(1) or (a)(2).

The Agency promulgated and enforced its EEO and anti-discrimination policies and procedures to prevent discrimination and to notify employees of the consequences of engaging in discriminatory acts. These policies set forth employee rights and responsibilities under EEO laws. These policies are periodically reviewed to ensure that they are current and are applied consistently and fairly.

The Agency has in place an Equal Employment Opportunity Policy and an Anti-Harassment Policy, both of which are accessible on the Agency's intranet. The Agency also provides the substance of the Equal Employment Opportunity Policy as well as the Anti-Harassment Policy to employees at the time they join the Agency. Further, employees receive training on those policies and the Agency's EEO Program during the quarterly New Employee Orientation program.

The Equal Employment Opportunity Policy sets forth the Agency's firm commitment to a workplace free of discrimination and harassment. It explains the EEO process, including how to initiate the process, the regulatory timeframes involved, and the various steps in the process.

The Anti-Harassment Policy reinforces the Agency's commitment to an environment free of harassment. It defines sexual harassment, sets forth the roles and responsibilities of the various offices, and includes an illustration of the EEO complaint process.

### **III. FINAL YEAR-END DATA**

Section 203(a)(5) of the No FEAR Act mandates that the report includes the Agency's final year-end data posted under Section 301(c)(1)(B) for each fiscal year. In addition, Section 301(c)(2) requires that Federal agencies include the data for each of the five (5) immediately preceding fiscal years. The Agency includes the final year-end data required under Section 301(b) in Appendix A.

### **IV. COMPLAINT DATA ANALYSIS**

Pursuant to the No FEAR Act's Section 203(a)(7), Federal agencies must analyze the "information described under paragraphs (1) and (6) in conjunction with data provided to the Equal Employment Opportunity Commission [,]...including (A) an examination of trends; (B) causal analysis; (C) practical knowledge gained through experience; and (D) any actions planned or taken to improve complaint or civil rights programs of the agency." Below, the Agency sets forth its analysis in the respective areas.

#### **A. Trends, Causal Analysis, and Practical Knowledge Gained**

##### **1. Pre-Complaints**

The objective of the EEO pre-complaint process, whenever possible, is to seek resolution of the concerns raised by an applicant, employee, or former employee, otherwise known as the Aggrieved, to avoid the filing of a formal EEO complaint. In most cases, the Aggrieved is offered the option to proceed with traditional EEO Counseling or participate in the Alternative Dispute Resolution (ADR) process.

If the Aggrieved elects to participate in the traditional EEO counseling process, the Aggrieved is assigned an EEO Counselor who has thirty (30) days to conduct an inquiry into the allegations by interviewing the Aggrieved, Management Representatives, and any witnesses. The Responsible Management Officials are presented with the Aggrieved's request for relief to reach a resolution. The 30-day timeframe can be extended up to an additional sixty (60) days with the approval of the Aggrieved. If no resolution is reached, the EEO Counselor will conduct a final interview with the Aggrieved and provide a Notice of

Right to File a Formal EEO Complaint. The Aggrieved has fifteen (15) days after receipt of the Notice to File a Formal Complaint.

If the Aggrieved elects to participate in the ADR process in lieu of traditional EEO counseling, the pre-complaint is forwarded to the Agency's ADR Director for processing. The ADR Office has up to ninety (90) days to attempt to obtain a resolution. If no resolution is reached, the pre-complaint is returned to the EEO Office, and the EEO Counselor will conduct a final interview and provide the Aggrieved with a Right to File Notice. Again, the Aggrieved has fifteen days (15) after receipt of the Notice to File a Formal Complaint.

From October 1, 2023, through September 30, 2024, the Agency received seventy-five (75) pre-complaint contacts from seventy-three (73) individuals. A pre-complaint contact is when an individual initially contacts the EEO Office or an EEO Counselor about a particular concern. In FY 2024, fifty-two (52) of those contacts involved fifty-two (52) individuals whose concerns fell outside of the jurisdiction of the Agency's EEO Office because those individuals were not former employees, current employees, or applicants for employment with the Agency. The remaining twenty-three (23) contacts were made by twenty-one (21) individuals whose concerns were within the purview of the Agency's EEO Office. One (1) of those individuals chose not to file a pre-complaint. Another individual contacted the EEO Office on two (2) occasions about two (2) separate matters. That individual filed one (1) pre-complaint that included both matters.

During FY 2024, twenty (20) individuals or Aggrieveds filed twenty-one (21) pre-complaints. In eleven (11) of the pre-complaints, the Aggrieveds elected traditional counseling and declined to participate in the ADR process.

## **2. Alternative Dispute Resolution (ADR)**

In ten (10) of the pre-complaints filed in FY 2024, the Aggrieveds elected to participate in the ADR process in lieu of traditional EEO counseling. Two (2) Aggrieveds successfully resolved their concerns using the ADR process, but only after they had filed formal complaints. In the remaining eight (8) pre-complaints, the Aggrieveds went through the ADR process without a successful resolution of their pre-complaints.

In FY 2024, the ADR participation rate for pre-complaints dropped to approximately 48%, which is down significantly from the ADR participation rate of 68% in FY 2023 and 82% in FY 2022. The decreased participation rate is largely attributable to the fact that, in the majority of the pre-complaints in which ADR was declined, the Aggrieveds had previously participated in the ADR process without successfully resolving their pre-complaints.

The Agency remains committed to promoting ADR as appropriate to address concerns that may give rise to EEO complaints and encourage ADR participation. To that end, the Agency employed several strategies in 2024 aimed at improving the ADR participation rate. The ADR Office increased its efforts to educate employees and management officials about the ways the ADR process works, and the possible outcomes and other benefits of ADR, including by publishing articles in the Agency's newsletter and meeting with union leadership and management. The ADR Office also retooled its approach to determining which management officials were best suited to serve as the Agency representatives based on the circumstances of the individual pre-complaints. In FY 2025, the ADR Office began providing more

intensive training to management officials to increase their understanding of the benefits of the ADR process, their role in the ADR process, and the preparation necessary to meaningfully engage in the process. As a result of the training, the number of requests the ADR Office has received from managers for team-building exercises in FY 2025 has skyrocketed. The Agency anticipates that these team-building exercises will increase productive conversations about conflicts between managers and their staff and between co-workers, which may decrease the number of EEO complaints filed. The ADR Office also plans to develop more educational material including a podcast and informational sheet to address the concerns of individuals whose previous ADR experience may not have felt productive and answer the questions employees most commonly have about ADR. The EEO Office will send a survey to every Aggrieved who declined the ADR process to solicit explanations for the declinations.

### **3. Complaints**

#### **a. New Complaints**

If a resolution cannot be reached in the pre-complaint process, the EEO Counselor will conduct a final interview with the Aggrieved and provide the Aggrieved with a Notice of Right to File a Formal EEO Complaint. The Aggrieved then has fifteen (15) days after receipt of the Notice to file a formal complaint. If the Aggrieved files a formal complaint, the Aggrieved is then referred to as the Complainant.

Although twenty-one (21) pre-complaints were filed by twenty (20) Aggrieveds, there were only sixteen (16) formal complaints filed by fifteen (15) of the Aggrieveds now referred to as Complainants in FY 2024. In addition, two other Complainants, who began the pre-complaint process in FY 2023, filed formal complaints in FY 2024. Thus, there were a total of eighteen (18) new complaints filed by seventeen (17) individuals in FY 2024.

In FY 2024, the Agency experienced an increase in the number of new complaints as compared to the prior fiscal year. The number of new complaints went from thirteen (13) in FY 2023 to eighteen (18) in FY 2024. In the tables below, the Agency sets forth the most commonly alleged bases and issues raised in the complaints filed in FY 2024. The basis is the protected characteristic the Complainant alleges motivated the allegedly discriminatory conduct. The issue is the specific types of action(s) or incident(s) for which the Complainant is seeking redress. The Complainant may allege more than one basis for discrimination and/or more than one issue in a complaint. Thus, the total number of bases and/or issues alleged may exceed the number of complaints filed.

In FY 2024, reprisal was the most frequently alleged basis for discrimination as it was cited in eight (8) of the eighteen (18) cases filed by Complainants. Sex was the second most frequently alleged basis with it being alleged in six (6) cases. Disability was the third most frequently alleged basis as it was alleged in five (5) cases. Race was alleged as a basis in four (4) complaints, making it the fourth most cited basis.

In FY 2024, the number of complaints alleging reprisal and disability as a basis increased slightly from FY 2023. The number of complaints citing reprisal as a basis increased from seven (7) in FY 2023 to eight (8) in FY 2024. In FY 2023, two (2) complaints alleged disability as a basis while disability was alleged in five (5) complaints in FY 2024.

By contrast, the number of complaints in FY 2024 alleging sex, race, and color as bases decreased from the number of complaints citing those bases in FY 2023. The number of complaints citing sex as a basis



decreased from eight (8) in FY 2023 to six (6) in FY 2024. In FY 2023, six (6) complaints alleged race as a basis while it was alleged in only four (4) complaints in FY 2024. Color was cited as a basis in four (4) cases in FY 2023 and only one (1) case in FY 2024.

In FY 2024, the most frequently cited issue was harassment (non-sexual), which was alleged in eight (8) cases. In FY 2023, this issue was only cited in three (3) cases.

In FY 2024, duty hours, evaluation/appraisal, and reasonable accommodation were each alleged as an issue in two (2) cases. In FY 2023, evaluation/appraisal was also cited in two (2) cases. However, there were no complaints alleging duty hours and/or reasonable accommodation as issues in FY 2023.

After reviewing the complaints data, it is clear that the Agency must continue to focus training in the area of reprisal and sex. Not only is reprisal one of the most frequently identified bases in FY 2024, but it has been one of the most frequent bases alleged since FY 2014. Sex also has been frequently cited as a basis over the last decade. Harassment (both sexual and non-sexual) continues to remain among the most frequently alleged issues since 2014, which demonstrates the Agency's continuing need to train in this area as well. To that end, the Agency intends to continue conducting training focusing on reprisal, sex discrimination, and harassment.

#### Most Frequently Cited Bases

| FY 2024 (18 complaints)                | FY 2023 (13 complaints)               |
|--|---------------------------------------|
| Reprisal – 44.4% (8 of 18 complaints)  | Sex – 61.5% (8 of 13 complaints)      |
| Sex – 33.3% (6 of 18 complaints)       | Reprisal – 53.8% (7 of 13 complaints) |
| Disability– 27.8% (5 of 18 complaints) | Age – 53.8% (7 of 13 complaints)      |
| Race – 22.2% (4 of 18 complaints)      | Race – 46.1% (6 of 13 complaints)     |

#### Most Frequently Cited Issues

| FY 2024 (18 complaints)                               | FY 2023 (13 complaints)                             |
|---|---|
| Harassment (Non-Sexual) – 44.4% (8 of 18 complaints)  | Harassment (Non-Sexual)– 23.1% (3 of 13 complaints) |
| Duty Hours – 11.1% (2 of 18 complaints)               | Time and attendance – 23.1% (3 of 13 complaints)    |
| Evaluation/Appraisal– 11.1% (2 of 18 complaints)      | Training – 23.1% (3 of 13 complaints)               |
| Reasonable Accommodation – 11.1% (2 of 18 complaints) | Harassment (Sexual) – 15.4% (2 of 13 complaints)    |

The chart below indicates the number of complaints filed in FY 2024 separated by the organizational units in which the complaints arose. The Agency will use this information to prioritize these units for training.

#### Volume of New Complaint Activity

| CSOSA Organizational Unit                                       | Number of Complaints |
|---|----------------------|
| Office of Community Supervision & Intervention Services (OCSIS) | 16                   |



| PSA Organizational Unit | Number of Complaints |
|-------------------------|----------------------|
|                         | 2                    |

#### **b. Investigations**

Once the Agency accepts a complaint, it must conduct an impartial and thorough investigation and prepare the factual Record of Investigation (ROI) upon which a factfinder can make a determination on the merits of the complaint and draw a conclusion as to whether discrimination occurred. The Agency has 180 days to conduct its investigation. The 180-day timeframe can be extended by up to 90 days with the approval of the Complainant. Complainants also may seek to amend their complaints to add other like or related allegations. Doing so can extend the timeframe for the investigation. However, the investigation must be completed within 180 days of the last amendment of the complaint, but no more than 360 days after the original complaint was filed.

If the Agency dismisses a complaint, the Complainant can appeal the dismissal to the EEOC's Office of Operations (OFO). The EEOC's OFO has the authority to overturn the dismissal and remand the complaint to the Agency for investigation, at which time the Agency has 150 days to complete the investigation.

Of the 18 formal complaints filed in FY 2024, the Agency dismissed two (2) complaints for procedural reasons, held one (1) class complaint in abeyance pending a ruling from the EEOC on class certification and acceptance, and began investigations for the remaining fifteen (15) complaints. In FY 2024, the Agency also continued investigations for six (6) complaints that had been filed in prior fiscal years.

By the end of FY 2024, the Agency had completed investigations and issued ROIs in a total of fourteen (14) of the twenty-one (21) complaints under investigation, including eight (8) complaints that were filed in FY 2024 and the six (6) that were filed in prior fiscal years. The Agency also had resolved two (2) of the twenty-one (21) complaints. Complainants in those two (2) complaints withdrew their respective complaints pursuant to settlements reached in the ADR process. At the end of FY 2024, only five (5) of the twenty-one (21) complaints remained under investigation.

#### **4. Post-Investigation Activity**

At the end of FY 2024, six (6) complaints were awaiting a hearing before the EEOC. Four (4) of the complaints were filed in FY 2024 while the remaining two (2) complaints were filed in the prior fiscal year.

At the end of FY 2024, there were five (5) complaints pending appeal with the EEOC's Office of Federal Operations, all of which had been filed prior to FY 2024.

#### **B. Actions Planned or Taken to Improve Agency's EEO Complaint Program/No FEAR Act Training Plan**

During FY 2024, the Agency employed the following actions aimed at improving the Agency's EEO complaint program. Those actions included:

- using technology to provide web-based EEO and No FEAR Act training to ensure employees received such training on a biennial basis and to ensure new employees received such training within 90 days of their arrival at the Agency;
- supplementing web-based EEO and No FEAR training with live training;
- utilizing collateral duty EEO Counselors to increase awareness of the Agency's EEO and ADR programs in their respective organizational units;
- publicizing the ADR process;
- using the exit interview process for departing employees; and
- providing specialized training to new supervisors on their roles and responsibilities as management officials named in an EEO complaint;

In FY 2025, the Agency plans to take the following actions:

- continue using technology to provide web-based EEO and No FEAR Act training to ensure employees received such training on a biennial basis and to ensure new employees received such training within 90 days of their arrival at the Agency;
- continue supplementing web-based EEO and No FEAR training with topic-specific training;
- continue providing education on the ADR policy and process;
- provide education to managers and supervisors about their roles and responsibilities as management officials named in a EEO complaint, including the preserving records, answering interview questionnaires, and timely submitting requested information;
- continue to improve the timeliness of complaints processing and investigations;
- continue to offer exit interview opportunities for departing employees; and
- continue to recruit and appoint new Collateral EEO Counselors.

**Appendix A**  
**EEO Data for FY 2024 and Preceding Five (5) Years**

| Complaint Activity<br>(29 CFR 1614.704(a), (b), and (c))   | Comparative Data<br>Comparative Data (29 CFR 614.705) |      |      |      |      |                        |
|--|---|------|------|------|------|------------------------|
|  | Previous Fiscal Year Data                             |      |      |      |      | 2024<br>Thru<br>30-Sep |
|  | 2019  | 2020 | 2021 | 2022 | 2023 |                        |
| Number of Complaints Filed   | 15  | 7    | 8    | 5    | 13   | 18                     |
| Number of Complainants   | 15  | 6    | 6    | 5    | 11   | 17                     |
| Repeat Filers  | 0   | 1    | 2    | 0    | 2    | 1                      |
| Complaints By Basis  | Comparative Data                                      |      |      |      |      |                        |
|  | Previous Fiscal Year Data                             |      |      |      |      | 2024<br>Thru<br>30-Sep |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2019  | 2020 | 2021 | 2022 | 2023 |                        |
| Race   | 5   | 4    | 7    | 1    | 6    | 4                      |
| Color  | 3   | 3    | 3    | 1    | 4    | 1                      |
| Religion   | 2   | 1    | 0    | 0    | 1    | 1                      |
| Reprisal   | 6   | 4    | 6    | 4    | 7    | 8                      |
| Sex  | 9   | 4    | 7    | 1    | 8    | 6                      |
| PDA  | 0   | 0    | 0    | 1    | 0    | 0                      |
| National Origin  | 1   | 1    | 0    | 0    | 0    | 1                      |
| Equal Pay Act  | 1   | 0    | 0    | 0    | 0    | 0                      |
| Age  | 2   | 1    | 0    | 3    | 7    | 0                      |
| Disability   | 5   | 3    | 5    | 1    | 2    | 5                      |

|  |                           |      |      |      |      |                        |
|--|---------------------------|------|------|------|------|------------------------|
| Genetics   | 0                         | 0    | 0    | 0    | 0    | 0                      |
| Non-EEO  | 0                         | 0    | 0    | 0    | 0    | 0                      |
| Complaints By Issue  | Comparative Data          |      |      |      |      |                        |
|  | Previous Fiscal Year Data |      |      |      |      | 2024<br>Thru<br>30-Sep |
| <i>Note: Complaints can be filed<br/>alleging multiple issues.<br/>The sum of the issues may not equal<br/>total complaints filed.</i> | 2019                      | 2020 | 2021 | 2022 | 2023 |                        |
| Appointment/Hire   | 0                         | 0    | 0    | 0    | 0    | 0                      |
| Assignment of Duties   | 5                         | 3    | 1    | 0    | 1    | 1                      |
| Awards   | 0                         | 0    | 1    | 0    | 0    | 0                      |
| Conversion to Full Time  | 0                         | 0    | 0    | 0    | 0    | 0                      |
| Disciplinary Action  |                           |      |      |      |      |                        |
| Demotion   | 0                         | 0    | 0    | 0    | 0    | 1                      |
| Reprimand  | 2                         | 2    | 0    | 0    | 0    | 0                      |
| Suspension   | 1                         | 1    | 0    | 0    | 0    | 0                      |
| Removal  | 0                         | 0    | 0    | 0    | 0    | 0                      |
| Other  | 0                         | 0    | 0    | 1    | 0    | 0                      |
| Duty Hours   | 4                         | 0    | 0    | 0    | 0    | 2                      |
| Evaluation/Appraisal   | 3                         | 1    | 1    | 3    | 2    | 2                      |
| Examination/Test   | 0                         | 0    | 0    | 0    | 0    | 0                      |
| Harassment   |                           |      |      |      |      |                        |

|                          |    |   |   |   |   |   |
|--------------------------|----|---|---|---|---|---|
| Non-sexual               | 10 | 4 | 6 | 4 | 3 | 8 |
| Sexual                   | 0  | 0 | 1 | 0 | 2 | 0 |
| Medical Examination      | 1  | 0 | 0 | 0 | 0 | 0 |
| Pay Including Overtime   | 2  | 2 | 0 | 0 | 1 | 0 |
| Promotion/Non-Selection  | 2  | 3 | 2 | 0 | 1 | 1 |
| <b>Reassignment</b>      |    |   |   |   |   |   |
| Denied                   | 1  | 1 | 1 | 1 | 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                         | 0                                | 0 | 0 | 0 | 0 | 0                    |
| Termination                      | 0                                | 0 | 0 | 0 | 1 | 0                    |
| Terms & Conditions of Employment | 4                                | 2 | 2 | 3 | 1 | 0                    |
| Time & Attendance                | 2                                | 1 | 0 | 0 | 3 | 1                    |
| Training                         | 3                                | 0 | 0 | 1 | 3 | 0                    |
| Other                            | 0                                | 0 | 2 | 1 | 0 | 0                    |
| <b>Processing Time</b>           | <b>Comparative Data</b>          |   |   |   |   |                      |
|                                  | <b>Previous Fiscal Year Data</b> |   |   |   |   | <b>2024<br/>Thru</b> |

|  | 2019                      | 2020    | 2021   | 2022   | 2023   | 30-Sep                 |
|--|---------------------------|---------|--------|--------|--------|------------------------|
| Complaints pending during fiscal year                                |                           |         |        |        |        |                        |
| Average number of days in investigation                              | 324.60                    | 2245.82 | 190.88 | 204.00 | 173.43 | 199.93                 |
| Average number of days in final action                               | 102.08                    | 232.50  | 34.00  | 43.50  | 54.50  | 44.00                  |
| Complaint pending during fiscal year where hearing was requested     |                           |         |        |        |        |                        |
| Average number of days in investigation                              | 378.33                    | 234.57  | 173.20 | 197.25 | 172.80 | 200.00                 |
| Average number of days in final action                               | 70.89                     | 290.76  | 2.00   | 34.00  | 0.00   | 1.00                   |
| Complaint pending during fiscal year where hearing was not requested |                           |         |        |        |        |                        |
| Average number of days in investigation                              | 244.00                    | 239.00  | 220.33 | 231.00 | 175.00 | 199.88                 |
| Average number of days in final action                               | 195.67                    | 58.00   | 55.67  | 53.00  | 54.50  | 58.33                  |
| Complaints Dismissed by Agency                                       | Comparative Data          |         |        |        |        |                        |
|  | Previous Fiscal Year Data |         |        |        |        | 2024<br>Thru<br>30-Sep |
|  | 2019                      | 2020    | 2021   | 2022   | 2023   |                        |
| Total Complaints Dismissed by Agency                                 | 1                         | 1       | 2      | 0      | 0      | 0                      |
| Average days prior to dismissal                                      | 14                        | 12      | 24     | 0      | 0      | 0                      |
| Complaints Withdrawn by Complainants                                 |                           |         |        |        |        |                        |
| Total Complaints Withdrawn by Complainants                           | 0                         | 1       | 0      | 0      | 0      | 2                      |



| Total Final Agency Actions Finding Discrimination  | Comparative Data          |   |      |   |      |   |      |   |      |   |                  |   |
|--|---------------------------|---|------|---|------|---|------|---|------|---|------------------|---|
|  | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2024 Thru 30-Sep |   |
|  | 2019                      |   | 2020 |   | 2021 |   | 2022 |   | 2023 |   |                  |   |
|  | #                         | % | #    | % | #    | % | #    | % | #    | % | #                | % |
| Total Number Findings  |                           |   |      |   |      |   |      |   |      |   |                  |   |
| Without Hearing  | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                | 0 |
| With Hearing   | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                | 0 |
| Findings of Discrimination Rendered 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> |                           |   |      |   |      |   |      |   |      |   |                  |   |
| Total Number Findings  |                           |   |      |   |      |   |      |   |      |   |                  |   |
| 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 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                | 0 |
| Sex  | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                | 0 |
| PDA  | 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                    | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetics                      | 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 |
|                               |   |   |   |   |   |   |   |   |   |   |   |   |
| <b>Findings After Hearing</b> |   |   |   |   |   |   |   |   |   |   |   |   |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex                             | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PDA                             | 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                      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetics                        | 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 |
|                                 |   |   |   |   |   |   |   |   |   |   |   |   |
| <b>Findings Without Hearing</b> |   |   |   |   |   |   |   |   |   |   |   |   |
| 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 | 0           | 0 | 0           | 0 | 0           | 0 | 0           | 0 | 0                               | 0 |
| Sex  | 0                                | 0 | 0           | 0 | 0           | 0 | 0           | 0 | 0           | 0 | 0                               | 0 |
| PDA  | 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   | 0                                | 0 | 0           | 0 | 0           | 0 | 0           | 0 | 0           | 0 | 0                               | 0 |
| Genetics   | 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 |
| <b>Finding of Discrimination<br/>Rendered by Issue</b> | <b>Comparative Data</b>          |   |             |   |             |   |             |   |             |   |                                 |   |
|  | <b>Previous Fiscal Year Data</b> |   |             |   |             |   |             |   |             |   | <b>2024<br/>Thru<br/>30-Sep</b> |   |
|  | <b>2019</b>                      |   | <b>2020</b> |   | <b>2021</b> |   | <b>2022</b> |   | <b>2023</b> |   |                                 |   |
|  | #                                | % | #           | % | #           | % | #           | % | #           | % | #                               | % |
| <b>Total Number Findings</b>                           |                                  |   |             |   |             |   |             |   |             |   |                                 |   |
| 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/Perm Status | 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 |
| 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 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment                           |   |   |   |   |   |   |   |   |   |   |   |   |
| 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<br>Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 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>Findings After Hearing</b>       |   |   |   |   |   |   |   |   |   |   |   |   |
| 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/Perm Status | 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 |
| 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 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment                        |   |   |   |   |   |   |   |   |   |   |   |   |
| 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 Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 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            |   |   |   |   |   |   |   |   |   |   |   |   |
|                                |   |   |   |   |   |   |   |   |   |   |   |   |
| Findings Without Hearing       |   |   |   |   |   |   |   |   |   |   |   |   |



|                                     |   |   |   |   |   |   |   |   |   |   |   |   |
|-------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 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/Perm Status | 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 |
| 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 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment                        |   |   |   |   |   |   |   |   |   |   |   |   |
| 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 Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 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

|  |  |  |  |  |  |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|--|--|--|--|
|  |  |  |  |  |  |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|--|--|--|--|

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data          |      |      |      |      |                  |
|---|---------------------------|------|------|------|------|------------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2024 Thru 30-Sep |
|   | 2019                      | 2020 | 2021 | 2022 | 2023 |                  |
| 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                      |
| Complaint Investigations  | Comparative Data          |      |      |      |      |                        |
|   | Previous Fiscal Year Data |      |      |      |      | 2024<br>Thru<br>30-Sep |
|   | 2019                      | 2020 | 2021 | 2022 | 2023 |                        |
| Pending Complaints Where Investigations Exceed Required Time Frames | 3                         | 8    | 0    | 0    | 0    | 0                      |