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Equal Employment Opportur	sity Doto
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Posted Pursuant to the No FEAR Act: Centers for Medicare & Medicaid Services (CMS)

For 2<sup>nd</sup> Quarter 2024, period ending March 31, 2024

Ľ	qual Employment Opportunity Data Posted Pursuant to the No Fear Act: CMS (and below	N) 2
	Complaint Activity	2
	Number of Complaints Filed	2
	Number of Complainants	2
	Repeat Filers	2
	Complaints by Basis	2
	Complaints by Issue	3
	Processing Time	4
	Complaints Dismissed by Agency	5
	Complaints Withdrawn by Complainants	5
	Total Final Agency Actions Finding Discrimination	5
	Findings of Discrimination Rendered by Basis	<i>6</i>
	Total Number Findings	<i>6</i>
	Findings After Hearing	6
	Findings Without Hearing.	7
	Findings of Discrimination Rendered by Issue	7
	Findings After Hearing	9
	Findings Without Hearing.	10
	Pending Complaints Filed in Previous Fiscal Years by Status	12
	Number complaints pending	12
	Complaint Investigations	12

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

## CMS (and below)

For 2<sup>nd</sup> Quarter 2024 for period ending March 31, 2024

**Complaint Activity** 

Equal Pay Act

**Comparative Data** 

2024

**Previous Fiscal Year Data** 

dompidineriouvity							FE33
	2019	202	0 20	21	2022	2023	Thru 3-31
Number of Complaints Filed	35	36	5 2	24	20	34	17
Number of Complainants	33	32	, 2	24	15	31	16
Repeat Filers	2	3		0	3	3	1
Camplainta by Dagia			C	ompa	rative	Data	
Complaints by Basis		Pr	evious	Fiscal	Year 1	Data	2024
Note: Complaints can be filed alle multiple bases. The sum of the bas not equal total complaints filed.		2019	2020	2021	2022	2 2023	Thru 3-31
Race		14	16	12	13	19	9
Color		4	3	1	9	13	1
Religion		1	5	0	2	2	1
Reprisal		25	19	11	10	22	11
Sex		10	12	12	7	12	7
PDA		0	0	0	0	1	0
National Origin		1	5	3	6	5	1

0

0

1

1

0

0

Age	7	12	7	2	11	5
Disability	15	17	5	7	14	11
Genetics	0	1	0	0	2	0
Non-EEO	1	1	0	0	1	1
		C	ompar	ative D	ata	
Complaints by Issue	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.	2019	2020	2021	2022	2023	2024 Thru 3-31
Appointment/Hire	1	2	1	1	6	3
Assignment of Duties*	12	7	11	0	0	0
Awards	1	1	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	1	2	2	0	0	0
Suspension	1	1	0	1	0	0
Removal	2	3	0	1	0	1
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	3	7	3
Other 2 **	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	14	11	5	4	13	7
Examination/Test	0	0	0	0	0	0
Harassment	-		-			
Non-Sexual	24	20	12	13	21	9

Sexual		0	0	0	0	0	0
Medical Examination		0	0	0	0	0	0
Pay (Including Overtime)		0	0	0	3	1	1
Promotion/Non-Selection		10	5	6	3	1	2
Reassignment							
Denied		1	0	0	1	0	0
Directed		2	1	0	0	0	0
Reasonable Accommodation Dis	ability	10	4	2	3	7	7
Reinstatement*		0	0	0	0	0	0
Religious Accommodation		1	1	0	0	0	0
Retirement*		0	1	1 0 0		0	0
Sex-Stereotyping		0	0	0	0		
Telework		6	5	5 1 2		3	1
Termination		0	4 2 2		7	1	
Terms/Conditions of Employmen	nt	13	13	9	0	0	0
Time and Attendance		6	7	2	3	9	0
Training		4	1	1	0	4	2
Other Terms/Conditions of Empl	oyment*	0	0	0	10	21	9
			Compa	rativ	Data	a	
Processing Time		Previous	Fiscal	Year	Data	ı	2024
	2019	2020	2021	1 2	022	2023	Thru 3-31
Complaints pending during fiscal	year						
Average number of days in investigation	200.75	213.75	227.6	7 19	8.82	167.07	254.88
Average number of days in final action	29.80	26.86	5.86 28.00 11		8.50	30.70	29.5

Complaint pending during fiscal year where hearing was requested														
Average number of days in investigation	203.3	19	248	.62	24	4.1′	7 22	24.7	78	167	.57	241	1.33	
Average number of days in final action	17.0	00	12.	75	10	).64		0		0		(	)	
Complaint pending during fiscal	year w	vhei	re he	arin	g wa	as n	ot re	que	sted					
Average number of days in investigation	205.8	83	206	.00	23	1.5′	7 13	37.5	58	185	.40	279	9.11	
Average number of days in final action	59.6	57	59.	75	91	.67	2	13.3	30	102	.00	59		
						Co	mpa	rat	ive l	Data	a			
Complaints Dismissed by Ago	ency			Pre	eviou	ıs F	'iscal	Υe	ear I	ata	ì		)24	
	,				2019 2020 20		202	021 2022			023		nru 31	
Total Complaints Dismissed by A	Agency	y	0		3	3			3		1		0	
Average days pending prior to di	smissa	al	(	)	11.	3	135		68		92	0		
Complaints Withdrawn by Co	ompla	aina	ants											
Total Complaints Withdrawn by Complainants			2	2	2		7		5		0		1	
					C	om	para	tiv	e <b>D</b> a	ta				
Total Final Agency Actions			P	revi	ious	Fis	cal Y	Zea:	r Da	ta			)24	
Finding Discrimination		20	)19	20	20	20	)21	20	022	20	023		hru -31	
		#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		0		0		0		0		0		0		
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	Comparative Data											
Rendered by Basis		P	rev	ious	Fis	cal Y	Zea1	r Da	ta			)24
Note: Complaints can be filed alleging multiple bases. The sum of	20	019	20	)20	20	)21	20	)22	20	023		hru -31
the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		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	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
							•		•			
Findings After Hearing	0		0		0		0		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	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

0	0	0	0		0	0	0	0	0	0	0
	%		%		%		%		%		%
								1		3.	31
Comparative Data  Previous Fiscal Year Data  202											
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
	$\frac{\mid 0 \mid}{\mid 0 \mid}$	1	0	0		0	0	1	0	0	0
		1		- 							0
	1	1		1				<u>                                     </u>			0
0		0		0		0		0		0	
				1		1					
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	O   O   O   O   O   O   O   O   O   O	O   O   O   O   O   O   O   O   O   O	O O O O O O O O O O O O O O O O O O O	O O O O O O O O O O O O O O O O O O O	O O O O O O O O O O O O O O O O O O O	O   O   O   O   O   O   O   O   O   O	O O O O O O O O O O O O O O O O O O O	O   O   O   O   O   O   O   O   O   O	O   O   O   O   O   O   O   O   O   O	O   O   O   O   O   O   O   O   O   O

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
Other Disciplinary Actions**	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
Perf. Eval./ 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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		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/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
Other	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
Perf. Eval./ 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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		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/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
Other Disciplinary Actions**	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
Perf. Eval./ 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 Terms/Conditions of Employment*	0	(	0 0	0	0	0	0	0	0 0	0	0	
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data Previous Fiscal Year Data								2024	
			2019	2019 2020		2021 2022			2023		Thru 3-31	
Total complaints from previous Fiscal Years			14	25		22	Ì	15	7		21	
Total Complainants			12	23		20	20 14		6		19	
Number complaints pending												
Investigation			1	0		0		0	0		6	
ROI issued, pending Complainant's action		0	0		0		0	0		2		
Hearing			13	2.	3	18		14	7		11	
Final Agency Action			0	1		4		1	0		1	
Appeal with EEOC Office of Federal Operations			0	0		3		2	1		2	
Complaint Investigations			Comparative Data									
		Previous Fiscal Year Data								2024		
			2019	202	20	2021	L	2022	2023		Chru 3-31	
Pending Complaints Where Investigations Exceed Required Time Frames		0	0		0		0	0		0		