



**NO FEAR ANNUAL REPORT TO CONGRESS**

**FISCAL YEAR 2023**

**COURT SERVICES AND OFFENDER SUPERVISION AGENCY**

---

## TABLE OF CONTENTS

	PAGE
<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>4</b>
<b>A. NEW COMPLAINTS</b>	<b>4</b>
<b>B. INVESTIGATIONS</b>	<b>6</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 Antidiscrimination and Retaliation Act (No FEAR Act) Report to Congress for Fiscal Year 2023. This report summarizes the Agency’s activities aimed at ensuring accountability for antidiscrimination and whistleblower employment related laws. This No FEAR Act Annual Report covers the timeframe from October 1, 2022, through September 30, 2023.

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 antidiscrimination 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 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 2023. However, there was one (1) matter pending in Federal District Court.<sup>1</sup>

In the pending case, the plaintiff alleges race, color, sex, and retaliation as the bases for his complaint. The bases are the protected characteristics a plaintiff contends motivated the allegedly discriminatory conduct. The plaintiff also alleges 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 not required to reimburse the Judgment Fund or make any budgetary adjustments in FY 2023.

### **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 2023, 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 antidiscrimination policies and procedures to prevent discrimination and to notify employees of the consequences of engaging in discriminatory acts. These

---

<sup>1</sup> This case was terminated from the Federal District Court’s docket in FY 2022 and appealed to the D.C. Circuit Court. In FY 2023, the case was remanded to the Federal District Court.

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 and Diversity 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 and Diversity 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 and Diversity 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 (RMOs) 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, 2022, through September 30, 2023, the Agency received thirty-eight (38) pre-complaint contacts from thirty-four (34) individuals. A pre-complaint contact is when an individual initially contacts the EEO Office or an EEO Counselor about a particular concern. In FY 2023, fifteen (15) of those contacts involved individuals whose matters fell outside of the jurisdiction of the Agency's EEO Office because these individuals were not former employees, current employees, or applicants for employment with the Agency. One (1) of those contacts, whose matters were within the purview of the Agency's EEO Office, chose not to file pre-complaints.

During FY 2023, the Agency processed twenty-one (22) pre-complaints filed by seventeen (17) Aggrieveds. In seven (7) pre-complaints, the Aggrieveds elected traditional counseling.

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

In fifteen (15) of the pre-complaints filed in FY 2023, the Aggrieveds elected to participate in the ADR process in lieu of traditional EEO counseling. Two (2) Aggrieveds withdrew from the ADR process before its completion. One (1) Aggrieved successfully resolved her concerns in ADR, but only after she had filed a formal complaint. In the remaining twelve (12) pre-complaints, the Aggrieveds went through the ADR process without a successful resolution of their pre-complaints. In three (3) of the remaining twelve (12) pre-complaints, the Aggrieveds did not complete the pre-complaint process until FY 2024.

In FY 2023, the ADR participation rate dropped to approximately 68%, which is down from the ADR participation rate of 82% in FY 2022, but higher than the FY 2021 ADR participation rate of 61%. Although the ADR participation rate has fluctuated over the last three (3) years, it has consistently remained over 60%.

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 continues to employ several strategies in its attempt to improve the participation rate, including offering ADR in every appropriate instance and providing additional training on the ADR program and its benefits in resolving workplace conflicts.

## **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 them 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.

Of the twenty-two (22) pre-complaints filed in FY 2023, Aggrieveds in eleven (11) pre-complaints ultimately decided not to file formal EEO complaints. Aggrieveds in three (3) of the twenty-two (22) pre-complaints did not complete the pre-complaint process prior to the close FY 2023, and thus could not file a formal complaint until FY 2024.

In FY 2023, a total of thirteen (13) new formal complaints were filed by (11) individuals. Five (5) of those complaints were filed by individuals who completed the pre-complaint process in FY 2022. The remaining eight (8) complaints were filed by individuals who completed the pre-complaint process in FY 2023. The Agency accepted twelve (12) of the thirteen (13) complaints for investigation. As for the remaining complaint, the Agency's decision on whether or not to accept it was still pending at the end of the FY 2023.

In FY 2023, the Agency experienced an almost three-fold increase in the number of new complaints as compared to the prior fiscal year. The number of new complaints went from five (5) new complaints in FY 2022 to thirteen (13) new cases in FY 2023.

In the tables below, the Agency sets forth the most commonly alleged bases and issues raised in the complaints filed in FY 2023. 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 issue alleged may exceed the number of complaints filed.

In FY 2023, sex was the most frequently alleged bases for discrimination as it was cited in eight (8) of the thirteen (13) cases filed by Complainants. Reprisal and age tied as the second most alleged bases with each being alleged in seven (7) cases. Race was the third most alleged basis as it was alleged in six (6) cases. Color was alleged as a basis in four (4) complaints, making it the fourth most cited basis.

In FY 2023, the number of complaints alleging sex, reprisal, age, and race as a basis increased significantly from FY 2022. The number of complaints citing sex as a basis increased from one (1) in FY 2022 to eight (8) in FY 2023. There were only four (4) complaints alleging reprisal in FY 2022 as compared to seven (7) such complaints in FY 2023. In FY 2022, three (3) complaints alleged age as a basis while age was alleged in seven (7) complaints in FY 2023. Race was cited as a basis in a single case in FY 2022, while it was cited in six (6) cases in FY 2023. Color was alleged in only one (1) case in FY 2022, but was alleged in four (4) complaints in FY 2023.

In FY 2023, the most frequently cited issues were harassment (non-sexual), time and attendance, and training. Each of these issues was alleged in three (3) cases in FY 2023. The number of complaints alleging time and attendance and training increased from FY 2022, when none of the complaints cited time and attendance as an issue and only one (1) case cited training. The number of complaints citing harassment (non-sexual) decreased from four (4) cases in FY 2023 to three (3) cases in FY 2023.

In FY 2023, the issues of evaluation/appraisal, harassment (sexual), and reassignment (directed) were each alleged in two (2) cases. The number of complaints citing evaluation/appraisal as an issue decreased from FY 2022, when evaluation/appraisal was cited in three (3) cases. There was a two-fold increase in

the number of cases alleging harassment (sexual) and reassignment (directed) in FY 2023, as compared to FY 2022, when there was no complaints alleging these issues.

After reviewing the complaints data, it is clear that the Agency must continue to focus training in the area of reprisal discrimination, as it is again one of the most frequently identified bases filed by Complainants in FY 2023. Reprisal continues to be one of the most frequent allegations since FY 2014. Harassment (non-sexual) also continues to remain among the most 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 and harassment discrimination.

The chart below compares the most frequent bases alleged by Agency complainants in FY 2023 with the bases most frequently alleged in the complaints filed by Federal complainants in FY 2022.<sup>2</sup>

**Most Frequently Cited Bases<sup>3</sup>**

<b>Agency (FY 2023)</b>	<b>Government-Wide (FY 2022)<sup>4</sup></b>
Sex - 61.5%	Reprisal/Retaliation – 51.6%
Reprisal/Retaliation – 53.8%	Disability – 34.0%
Age– 53.8%	Race – 28.6%
Race – 46.1%	Sex – 27.0%
Color – 30.8%	Religion – 18.8%

The chart below indicates the number of complaints filed in FY 2023 separated by the Agency’s organizational units in which the complaints arose. The Agency will use this information to prioritize these units for training.

**Volume of New Complaint Activity**

<b>CSOSA Organizational Unit</b>	<b>Number of Complaints</b>
Office of Community Supervision & Intervention Services (OCSIS)	11
<b>PSA Organizational Unit</b>	<b>Number of Complaints</b>
	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

<sup>2</sup> Comparable data by percentages is not available to conduct a comparison of frequently alleged issues in the same manner as frequently alleged bases.

<sup>3</sup> These percentages add up to more than 100% because some complaints allege multiple bases.

<sup>4</sup> The government-wide statistics are found at [Charge Statistics \(Charges filed with EEOC\) FY 1997 Through FY 2022 | U.S. Equal Employment Opportunity Commission](https://www.eeoc.gov/charge-statistics)



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.

During FY 2023, the Agency began investigations in twelve (12) new complaints and continued investigations in two (2) complaints that were filed in the previous year. By the end of the FY 2023, the Agency had completed investigations and issued ROIs in eight (8) of the fourteen (14) complaints. The Agency also ended its investigation in another matter after the complainant withdrew her complaint as part of an ADR settlement.

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

At the end of FY 2023, five (5) complaints were awaiting a hearing before the EEOC. Three (3) of the five (5) complaints were filed in FY 2023. The other two (2) complaints were filed in previous years.

At the end of FY 2023, there were four (4) complaints pending appeal with the EEOC's Office of Federal Operations. One (1) of the four (4) complaints was filed in FY 2023. The other three (3) complaints were filed in previous years. In FY 2023, there were no findings of discrimination.

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

During FY 2023, 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 specific training;
- utilizing collateral duty EEO Counselors to increase awareness of the Agency's EEO and ADR programs in their respective organizational units;
- publicizing the new ADR policy, process, and request forms;
- using the exit interview process for departing employees;
- providing specialized training to new supervisors on their roles and responsibilities as management officials named in an EEO complaint;
- continuing to closely partner with Special Emphasis Program Committees, which provide a resource and a venue for employees in underrepresented groups to identify issues that may be unique to the groups; and
- continuing to promote and support the newly established Special Emphasis Program Committee for employees who identify as lesbian, gay, bisexual, transgender, and queer (LGBTQ+) and employees who are allies.

In FY 2024, the Agency plans to take the following actions:

- continue supplementing web-based EEO and No FEAR training with topic-specific training;
- provide 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 – i.e., preservation of records, answering interview questionnaires, timeliness of 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 members of the Special Emphasis Program Committees and Collateral EEO Counselors.

**Appendix A**  
**EEO Data for FY 2023 and Preceding Five (5) Years**

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data Comparative Data (29 CFR 614.705)					
	Previous Fiscal Year Data					2023 Thru 30-Sep
	2018	2019	2020	2021	2022	
Number of Complaints Filed	19	15	7	8	5	13
Number of Complainants	18	15	6	6	5	11
Repeat Filers	1	0	1	2	0	2
Complaints By Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sep
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	9	5	4	7	1	6
Color	5	3	3	3	1	4
Religion	0	2	1	0	0	1
Reprisal	10	6	4	6	4	7
Sex	9	9	4	7	1	8
PDA	0	0	0	0	1	0
National Origin	1	1	1	0	0	0
Equal Pay Act	0	1	0	0	0	0
Age	9	2	1	0	3	7
Disability	2	5	3	5	1	2

Genetics	0	0	0	0	0	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>2023 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>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	7	5	3	1	0	1
Awards	1	0	0	1	0	0
Conversion to Full Time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	3	2	2	0	0	0
Suspension	4	1	1	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	1	0
Duty Hours	2	4	0	0	0	0
Evaluation/Appraisal	5	3	1	1	3	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						

Non-sexual	6	10	4	6	4	3
Sexual	0	0	0	1	0	2
Medical Examination	1	1	0	0	0	0
Pay Including Overtime	1	2	2	0	0	1
Promotion/Non-Selection	1	2	3	2	0	1
<b>Reassignment</b>						
Denied	1	1	1	1	1	1
Directed	3	1	2	0	0	2
Reasonable Accommodation	2	2	1	0	1	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	1	0	0	0	0	1
Terms & Conditions of Employment	5	4	2	2	3	1
Time & Attendance	0	2	1	0	0	3
Training	1	3	0	0	1	3
<b>Other</b>	0	0	0	2	1	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru</b>

	2018	2019	2020	2021	2022	30-Sep
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	257.43	324.60	245.82	190.88	204.00	173.43
Average number of days in final action	53.13	102.08	232.50	34.00	43.50	54.50
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	278.06	378.33	234.57	173.20	197.25	172.80
Average number of days in final action	48.29	70.89	290.76	2.00	34.00	0.00
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	169.75	244.00	239.00	220.33	231.00	175.00
Average number of days in final action	87.00	195.67	58.00	55.67	53.00	54.50
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 30-Sep</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total Complaints Dismissed by Agency	1	1	1	2	0	0
Average days prior to dismissal	195	14	12	24	0	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	0	1	0	0	0

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023 Thru 30-Sep</b>	
	<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
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
<b>Findings of Discrimination Rendered By Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023 Thru 30-Sep</b>	
	<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>												
<b>Total Number Findings</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 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

Finding of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 30-Sep	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
<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 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												
<b>Findings Without 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												
---------------------	--	--	--	--	--	--	--	--	--	--	--	--

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sep
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	28	27	21	11	6	2
Total Complainants	24	23	19	10	5	2
<b>Number complaints pending</b>						
Investigation	3	4	1	0	0	0
ROI issued, pending Complainant’s action	0	0	0	0	0	0

Hearing	22	16	19	9	4	2
Final Agency Action	1	2	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	3	2	4	3	1
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 30-Sep</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	7	3	8	0	0	0