

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

CSOSA

For 3rd Quarter 2024 for period ending June 30, 2024

| Complaint Activity | Comparative Data | | | | | |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2024 Thru 30-Jun |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Number of Complaints Filed | 12 | 7 | 8 | 5 | 13 | 15 |
| Number of Complainants | 12 | 6 | 6 | 5 | 11 | 14 |
| Repeat Filers | 0 | 1 | 2 | 0 | 2 | 1 |
| Complaints By Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2024 Thru 30-Jun |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 4 | 4 | 6 | 0 | 6 | 4 |
| Color | 3 | 3 | 2 | 0 | 4 | 1 |
| Religion | 2 | 1 | 0 | 0 | 1 | 1 |
| Reprisal | 5 | 4 | 4 | 4 | 7 | 6 |
| Sex | 7 | 4 | 6 | 1 | 8 | 6 |
| PDA | 0 | 0 | 0 | 1 | 0 | 0 |
| National Origin | 1 | 1 | 0 | 0 | 0 | 1 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 2 | 1 | 0 | 2 | 7 | 0 |
| Disability | 4 | 3 | 2 | 1 | 2 | 5 |
| Genetics | 0 | 0 | 0 | 0 | 1 | 0 |

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|----------------------------------------------------------------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|---------------------------------|
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints By Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2024 Thru 30-Jun |
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 5 | 3 | 1 | 1 | 1 | 1 |
| Awards | 0 | 0 | 1 | 0 | 0 | 0 |
| Conversion to Full Time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 1 |
| Reprimand | 2 | 2 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 1 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 1 | 0 | 0 |
| Duty Hours | 3 | 0 | 0 | 0 | 0 | 2 |
| Evaluation/Appraisal | 3 | 2 | 1 | 3 | 2 | 2 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-sexual | 9 | 4 | 4 | 4 | 10 | 6 |
| Sexual | 0 | 0 | 0 | 0 | 2 | 0 |
| Medical Examination | 1 | 0 | 0 | 0 | 0 | 0 |
| Pay Including Overtime | 1 | 2 | 0 | 1 | 1 | 0 |
| Promotion/Non-Selection | 2 | 3 | 3 | 0 | 5 | 1 |
| Reassignment | | | | | | |
| Denied | 1 | 1 | 1 | 0 | 1 | 0 |
| Directed | 1 | 2 | 0 | 0 | 2 | 0 |
| Reasonable Accommodation | 2 | 1 | 0 | 1 | 0 | 2 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 1 |

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|----------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|---------------------------------|
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 1 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 1 | 0 |
| Terms & Conditions of Employment | 5 | 4 | 2 | 2 | 1 | 0 |
| Time & Attendance | 2 | 1 | 0 | 0 | 3 | 1 |
| Training | 3 | 0 | 0 | 0 | 3 | 0 |
| Other | 0 | 0 | 1 | 1 | 0 | 0 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2024 Thru 30-Jun |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 324.60 | 245.82 | 190.88 | 204.00 | 173.43 | 219.22 |
| Average number of days in final action | 102.08 | 211.78 | 31.67 | 18.00 | 54.50 | 38.67 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 378.33 | 243.57 | 173.20 | 197.25 | 172.80 | 221.00 |
| Average number of days in final action | 70.89 | 255.71 | 7.67 | 4.00 | 0.00 | 1.00 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 244.00 | 256.33 | 220.33 | 231.00 | 175.00 | 218.33 |
| Average number of days in final action | 195.67 | 58.00 | 55.67 | 60.00 | 54.50 | 57.50 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2024 Thru 30-Jun |
| | 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 | | | | | | |

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|---------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|-------------------------|---|---|---|---|---|---|
| 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-Jun | | | | | | |
| | 2019 | 2020 | 2021 | 2022 | 2023 | | | | | | | |
| Total complaints from previous Fiscal Years | 27 | 21 | 11 | 6 | 2 | 5 | | | | | | |
| Total Complainants | 23 | 19 | 10 | 5 | 2 | 5 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| 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 | 4 | | | | | | |
| Final Agency Action | 2 | 0 | 0 | 0 | 0 | 1 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 3 | 2 | 4 | 3 | 1 | 2 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2024 Thru 30-Jun | | | | | | |
| | 2019 | 2020 | 2021 | 2022 | 2023 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 3 | 8 | 0 | 0 | 0 | 0 | | | | | | |