

No FEAR Act FY24 Q4 Report

In FY22 and FY23, OEE0 had reported "Complaints by Basis" and "Complaints by Issue" using the number of alleged incidents rather than the number of alleged cases. Upon further review, OEE0 has revised its FY22 and FY23 data to report "Complaints by Basis" and "Complaints by Issue" using the number of alleged cases, therefore ensuring compliance with EEOC regulations and consistency with the reporting method used by OEE0 in all other Fiscal Years.

Comparative Data	Previous Fiscal Year Data					
Complaint Activity	2019	2020	2021	2022	2023	2024
Number of Complaints Filed	25	31	48	102	65	96
Number of Complainants	24	31	47	100	63	94
Repeat Filers	1	0	1	2	2	2

Comparative Data	Previous Fiscal Year Data					
Complaints by Basis <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	2024
Race	4	8	20	12	12	25
Color	0	5	4	5	5	11
Religion	0	1	3	46	10	15
Reprisal	16	21	22	24	42	50
Sex	9	15	18	18	37	40
Pregnancy Discrimination Act	0	0	2	3	1	1
National Origin	4	2	5	7	17	22
Equal Pay Act	0	0	0	1	1	0
Age	7	6	7	8	17	16
Disability	13	8	7	67	22	40
Genetic Information Non-Disclosure	0	2	0	0	1	0
Non-EEO	0	1	0	0	0	0

Comparative Data	Previous Fiscal Year Data					
Complaints by Issue <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	2024
Appointment/Hire	2	1	1	2	3	1
Assignment of Duties	9	13	8	9	20	16
Awards	3	0	3	0	3	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	5	2	1	6	7	9
Removal	4	5	2	6	2	5
Suspension	0	1	0	1	0	1
Letter of Warning	1	1	5	2	4	4
Other	0	0	0	0	0	0
Duty Hours	2	1	0	1	1	2
Evaluation Appraisal	17	9	8	9	15	16
Examination/Test	0	1	0	0	0	1
Harassment						
Non-Sexual	15	18	20	84	56	83
Sexual	0	6	2	1	6	5
Medical Examination	4	2	0	0	1	2

Pay (Including Overtime)	1	1	2	0	2	9
Promotion/Non-Selection	11	5	13	7	15	6
Reassignment						
Denied	5	7	5	1	2	1
Directed	4	2	0	5	2	2
Reasonable Accommodation	1	5	1	7	4	16
Reinstatement	0	0	0	1	0	0
Religious Accommodation	0	0	0	37	0	0
Retirement	1	0	1	0	1	0
Sex-StereoTyping	0	1	0	0	0	0
Telework	0	0	0	0	0	0
Termination	3	2	4	3	8	10
Terms/Conditions of Employment	13	5	10	59	22	34
Time and Attendance	4	0	4	4	2	2
Training	1	7	2	7	4	4
Other	0	13	0	0	1	0

Comparative Data	Previous Fiscal Year Data					
Processing Time	2019	2020	2021	2022	2023	2024
Complaints pending during fiscal year						
Average number of days in investigation stage	436	390	343	255	248	267
Average number of days in final action stage	57	71	80	50	51	49
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	397	373	370	277	243	272
Average number of days in final action stage	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	508	312	311	228	231	258
Average number of days in final action stage	58.5	90	85	59	57	57

Comparative Data	Previous Fiscal Year Data					
Complaints Dismissed by Agency	2019	2020	2021	2022	2023	2024
Total Complaints Dismissed by Agency	3	6	11	5	3	13
Average days pending prior to dismissal	35	66	49	22	27	26
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	5	1	5	1	10

Comparative Data	Previous Fiscal Year Data					
Pending Complaints Filed in Previous Fiscal Years by Status	2019	2020	2021	2022	2023	2024
Total complaints from previous Fiscal Years	48	41	56	54	54	112
Total Complainants	47	40	54	46	49	104
Number complaints pending						
Investigation	2	4	0	5	3	1
ROI Issued, Pending Complainants Action	1	0	0	1	1	2
Hearing	36	34	49	30	25	29
Final Action	6	1	9	4	1	9
Appeal with EEOC Office of Federal Operations	3	2	3	14	24	71

