## No FEAR Act FY24 Q2 Report

In FY22 and FY23, OEEO 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, OEEO 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 OEEO in all other Fiscal Years.

Comparative Data		Previou	s Fiscal Ye	ar Data		
Complaint Activity	2019	2020	2021	2022	2023	2nd Qtr 2024
Number of Complaints Filed	25	31	48	102	65	40
Number of Complainants	24	31	47	100	63	38
Repeat Filers	1	0	1	2	2	2

Comparative Data		Previou	s Fiscal Ye	ear Data		
Complaints by Basis  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2nd Qtr 2024
Race	4	8	20	12	12	12
Color	0	5	4	5	5	4
Religion	0	1	3	46	10	6
Reprisal	16	21	22	24	42	23
Sex	9	15	18	18	37	17
Pregnancy Discrimination Act	0	0	2	3	1	1
National Origin	4	2	5	7	17	7
Equal Pay Act	0	0	0	1	1	0
Age	7	6	7	8	17	8
Disability	13	8	7	67	22	18
Genetic Information Non-Disclosure	0	2	0	0	1	1
Non-EEO	0	1	0	0	0	0

Comparative Data		Previou	s Fiscal Ye	ar Data		
Complaints by Issue Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.		2020	2021	2022	2023	2nd Qtr 2024
Appointment/Hire	2	1	1	2	3	0
Assignment of Duties	9	13	8	9	20	7
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	0
Reprimand	5	2	1	6	7	5
Removal	4	5	2	6	2	2
Suspension	0	1	0	1	0	0
Letter of Warning	1	1	5	2	4	1

Other	0	0	0	0	0	0
Duty Hours	2	1	0	1	1	0
Evaluation Appraisal	17	9	8	9	15	5
Examination/Test	0	1	0	0	0	1
Harassment						
Non-Sexual	15	18	20	84	56	31
Sexual	0	6	2	1	6	3
Medical Examination	4	2	0	0	1	0
Pay (Including Overtime)	1	1	2	0	2	2
Promotion/Non-Selection	11	5	13	7	15	3
Reassignment						
Denied	5	7	5	1	2	0
Directed	4	2	0	5	2	1
Reasonable Accommodation	1	5	1	7	4	6
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	4
Terms/Conditions of Employment	13	5	10	59	22	17
Time and Attendance	4	0	4	4	2	1
Training	1	7	2	7	4	3
Other	0	13	0	0	1	0

Comparative Data		Previou	s Fiscal Ye	ar Data		
Processing Time	2019	2020	2021	2022	2023	2nd Qtr 2024
Complaints pending during fiscal year						
Average number of days in investigation stage	436	390	343	255	248	273
Average number of days in final action stage	57	71	80	50	51	43
Complaint pending during fiscal year where hearing was						
requested						
Average number of days in investigation stage	397	373	370	277	243	289
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	255
Average number of days in final action stage	58.5	90	85	59	57	50

Comparative Data	Previous Fiscal Year Data								
Complaints Dismissed by Agency	2019 2020 2021 2022 2023 2nd 20								
Total Complaints Dismissed by Agency	3	6	11	5	3	6			
Average days pending prior to dismissal	35	66	49	22	27	28			

Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	5	1	5	1	6

Comparative Data		Previou	s Fiscal Ye	ar Data		
Pending Complaints Filed in Previous Fiscal Years by Status	2019	2020	2021	2022	2023	2nd Qtr 2024
Total complaints from previous Fiscal Years	48	41	56	54	54	83
Total Complainants	47	40	54	46	49	75
Number complaints pending						
Investigation	2	4	0	5	3	31
ROI Issued, Pending Complainants Action	1	0	0	1	1	5
Hearing	36	34	49	30	25	23
Final Action	6	1	9	4	1	4
Appeal with EEOC Office of Federal Operations	3	2	3	14	24	20

Comparative Data		Previou	s Fiscal Ye	ar Data		
Complaint Investigations	2019	2020	2021	2022	2023	2nd Qtr 2024
Pending Complaints Where Investigations Exceeds Required Time Frames	31	34	21	22	1	8

Comparative Data	Previous Fiscal Year Data											
Total Final Actions Finding Discrimination	2019#	2019%	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %
Total Number Findings	1		1		2		1		2		1	
Without Hearing	0	0	1	100%	2	100%	1	100%	2	100%	1	100%
With Hearing	1	100%	0	0	0	0	0	0	0	0	0	0

Comparative Data					Previous F	iscal Year Da	ta					
Findings of Discrimination Rendered by Basis												
Note: Complaints can be filed alleging multiple bases. The sum of	2019 #	2019%	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024#	2024%
the bases may not equal total complaints filed.												
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	1	100%	0	0	1	100%	1	100%	0	0	0	0
Sex	1	100%	0	0	0	0	0	0	0	0	0	0
Pregnancy Discrimination Act	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	1	100%	1	100%	1	100%	0	0	2	100%	1	100%
Genetic Information	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											
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	1	100%	0	0 0	0	0	0	0	0	0	0
Sex	1	100%	0	0 0	0	0	0	0	0	0	0
Pregnancy Discrimination Act	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	1	100%	0	0 0	0	0	0	0	0	0	0
Genetic Information	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 Without Hearing											
Race	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 1	100%	1	100%	0	0	0	0
Sex	0	0	0	0 0	0	0	0	0	0	0	0
Pregnancy Discrimination Act	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
Age	0	0	•	0 0		0	0	0	0	0	0
Disability	0	0	1 1009	6 1	100%	0	0	2	100%	1	100%
Genetic Information	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

Comparative Data	Previous Fiscal Year Data											
Findings of Discrimination Rendered by Issue	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024#	2024%
Total Number Findings												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	100%	1	33.33%	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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
Disciplinary Warning	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	1	100%	0	0	1	100%	1	100%	1	33.33%	0	0

Sexual	0	0	0 0	0	1 0	0	0	0	0	0	0
Medical Examination	0	0	0 0				0		0	1	100%
Pay (Including Overtime)	0	0	0 0	1	_		0	0	0	0	0
Promotion/Non-Selection	0	0	0 0	0	0	0	0	0	0	0	0
Reassignment					-	J				,	
Denied	0	0	0 0	0	0	0	0	0	0	0	0
Directed	0	0	ol c	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1 100%	0	_		0	1	33.33%	0	0
Reinstatement	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	1	100%	0 0		0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0 0	1	1	0	0	0	0	0	0
Time and Attendance	0	0	0 0				0	0	0	0	0
Training	0	0	0 0	, <u> </u>			0	0	0	0	0
Other	0	0	0 0	0	0	0	0	0	0	0	0
Findings After Hearing											
Appointment/Hire	0	0		0	•	•	0		0	0	0
Assignment of Duties	0	0	0 0				0	,	0	0	0
Awards	0	0	0 0				0		0	0	0
Conversion to Full-time	0	0	0 0	0	0	0	0	0	0	0	0
Disciplinary Action											
Demotion	0	0	0 0				0	Ü	0	0	0
Reprimand	0	0	0 0		•		0		0	0	0
Suspension	0	0	0 0				0	J	0	0	0
Removal	0	0	0 0			·	0	Ŭ	0	0	0
Disciplinary Warning	0	0	0 0				0	U	0	0	0
Duty Hours	0	0	0 0				0		0	0	0
Evaluation/Appraisal	0	0	0 0				0	,	0	0	0
Examination/Test	0	0	0 0	0	0	0	0	0	0	U	U
Non-Sexual	1	100%	0 0	0	0	0	0	0	0	0	
Sexual	0	100%	0 0			•	0		0	0	0
Medical Examination	0	0	0	0 0			0	U	0	0	0
Pay (Including Overtime)	0	0	0 0				0		0	0	0
Promotion/Non-Selection	0	0		0 0			0	U	0	0	0
Reassignment	U	U		, 0		0	U	U	0	0	0
Denied	0	0	0 0	0	0	0	0	0	0	0	0
Directed	0	0	0 0		0	•	0	- J	0	0	0
Reasonable Accommodation	0	0	0 0	, 0			0	U	0	0	0
Reinstatement	0	0	0 0				0	, ,	0	0	0
Religious Accommodation	0	0	0 0				0	J	0	0	0
Retirement	0	0	0 0				0	0	0	0	0
Sex-Stereotyping	0	0	,	0			0	0	0	0	0
Telework	0	0		0			0		0	0	0
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Termination	1	100%	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	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	_										
Appointment/Hire	0	0	0		0 0	0	0	0	0	0	0
Assignment of Duties	0	0			0 0	0	0	1	33.33%		
Awards	0	0			0 0	0	0	0	0	U	0
Conversion to Full-time	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
Disciplinary Warning	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	1 100%	0	0	1	33.33%	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	1	100%
Pay (Including Overtime)	0	0	0	0	1 100%	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	0	0	1	100%	0 0	0	0	1	33.33%	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	1 100%	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	0	0	0	0	0 0	0	0	0	0	0	0