

GSA EEO Data Posted Pursuant to the No FEAR Act
For 4th Quarter FY 2022 for Period Ending September 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 thru 9-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	89	84	65	73	44	52
Number of Complainants	79	79	58	67	40	51
Repeat Filers	8	5	7	6	2	1

Complaints by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Comparative Data					
	Previous Fiscal Year Data					2022 thru 9-30
	2017	2018	2019	2020	2021	
Race	32	35	27	33	18	30
Color	17	17	8	17	10	10
Religion	4	8	2	3	3	10
Reprisal	45	50	29	37	23	25
Sex	32	44	21	32	15	19
PDA	0	0	1	0	0	0
National Origin	10	13	3	11	8	7
Equal Pay Act	0	1	1	1	2	1
Age	35	40	22	23	9	14
Disability	41	33	32	33	13	19
Genetics	0	0	0	0	0	1
Non-EEO	4	3	1	2	0	0

Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Comparative Data					
	Previous Fiscal Year Data					2022 thru 9-30
	2017	2018	2019	2020	2021	
Appointment/Hire	3	0	1	3	0	1
Assignment of Duties	9	6	3	2	9	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	0	0	0	0	1
Reprimand	4	4	0	4	2	0
Suspension	3	3	2	3	2	2
Removal	4	1	4	2	3	4
Other-Disciplinary Warning	0	0	3	4	3	7
Duty Hours	2	0	1	0	0	0
Perf. Eval./ Appraisal	17	11	7	12	8	11
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	33	24	21	26	9	24
Sexual	1	4	0	0	0	3
Medical Examination	0	0	2	0	0	1

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Pay including overtime	2	4	1	4	1	3
Promotion/Non-Selection	17	16	11	15	6	8
Reassignment						
Denied	3	1	0	4	0	1
Directed	1	2	0	1	1	3
Reasonable Accommodation Disability	17	10	7	9	1	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	7
Retirement	0	3	0	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	0	1	0	0	0
Termination	1	4	9	5	2	4
Time and Attendance	4	2	4	7	0	3
Training	2	0	1	0	2	0
Other Terms/Conditions of Employment	13	12	8	9	8	11

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022 thru 9-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	205.22	215.48	221.80	195.98	195.52	199.00
Average number of days in final action	48.02	38.83	49.64	47.98	47.40	43.83
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	209.68	221.74	240.31	201.42	192.26	198.00
Average number of days in final action	46.47	26.32	43.94	37.15	38.52	38.12
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	213.92	230.78	233.06	205.96	200.67	202.92
Average number of days in final action	51.70	54.11	60.74	58.80	59.56	57.71

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Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 thru 6-30
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	4	8	4	10	12	3
Average days pending prior to dismissal	21	31	54	56	39	41
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	10	13	4	2	4	3

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 thru 9-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		0		2		1		1	
Without Hearing	0	0	1	25	0	0	0	0	1	100	0	0
With Hearing	0	0	3	75	0	0	2	100	0	0	1	100

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data											
	Previous Fiscal Year Data										2022 thru 9-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		0		2		1		1	
Race	0	0	2	50	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	1	25	0	0	2	100	1	100	0	0
Sex	0	0	3	75	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	1	100
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	1	25	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	100	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		3		0		2		0		1	
Race	0	0	2	67	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

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Reprisal	0	0	1	33	0	0	2	100	0	0	0	0
Sex	0	0	3	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	1	100
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	1	33	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 Without Hearing	0		1		0		0		1		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	1	100	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	1	100	0	0	0	0	1	100	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022 thru 9-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		0		2		1		1	
Appointment/Hire	0	0	1	25	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	25	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	2	100	0	0	0	0
Removal	0	0	1	25	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	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

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Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	1	25	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	1	100	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	1	100
Terms/Conditions of Employment	0	0	1	25	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
Findings After Hearing	0		3		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	33	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	2	100	0	0	0	0
Removal	0	0	1	33	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	1	33	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

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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	1	100
Terms/Conditions of Employment	0	0	1	33	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
Findings Without Hearing	0		1		0		0		1		0	
Appointment/Hire	0	0	1	100	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	1	100	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	1	100	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

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022 thru 9-30
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	56	66	65	46	54	20
Total Complainants	49	60	56	42	51	19
Number complaints pending						
Investigation	1	1	1	0	0	1
ROI issued, pending Complainant's action	0	0	1	0	0	0
Hearing	53	62	53	44	52	16
Final Agency Action	2	2	2	2	2	4
Appeal with EEOC Office of Federal Operations	58	57	22	13	16	16

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 thru 9-30
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0