		(Comparativ	e Data (Sec	. 1614.705)	
Complaint Activity			Previou	ıs Fiscal Yea	r Data	
29 CFR §1614.704 (a), (b), and (c)	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Number of Complaints Filed	2642	2807	2601	2918	2864	876
Number of Complainants	2514	2668	2478	2775	2756	869
Repeat Filers	124	123	112	134	91	7

Complaints by Basis		(Comparativ	e Data (Sec.	1614.705)	
29 CFR §1614.704 (d)			Previou	s Fiscal Yea	r Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Race	995	997	967	994	1048	275
Color	119	115	104	131	183	44
Religion	79	73	66	326	138	27
Reprisal	1129	1243	1178	1180	1351	368
Sex	716	706	698	754	781	215
Pregnancy Discrimination Act	18	16	18	25	31	11
National Origin	238	221	213	234	255	57
Equal Pay Act	23	19	24	2	1	0
Age	632	643	618	635	664	162
Disability	967	1066	954	1110	1108	295
GINA	6	5	3	10	7	2
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue	Comparative Data (Sec. 1614.705)										
29 CFR §1614.704 (e)			Previou	s Fiscal Yea	r Data						
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)					
Appointment/Hire	64	83	55	77	67	14					
Assignment of Duties	356	298	254	242	301	77					
Awards	18	5	18	17	20	6					
Conversion to Full-time	1	0	2	2	1	1					
Disciplinary Action											
Demotion	27	25	24	23	22	4					
Reprimand	127	128	115	79	70	22					
Suspension	110	93	80	86	90	16					
Removal	126	90	58	61	52	16					
Warning	202	199	147	233	342	89					
Duty Hours	98	112	77	106	113	36					
Performance Evaluation/Appraisal	265	328	272	284	353	107					
Examination/Test	1	2	0	4	2	0					
Harassment											
Non-Sexual	1518	1760	1633	1881	1905	543					
Sexual	88	83	86	95	98	27					
Medical Examination	12	12	4	8	16	3					
Pay (Including Overtime)	140	172	154	187	213	66					
Promotion/Non-Selection	373	391	355	340	366	116					
Reassignment											
Denied	16	20	23	22	22	9					
Directed	100	258	187	239	292	86					
Reasonable Accommodation Disability	355	427	331	445	418	88					
Reinstatement	1	2	0	3	2	0					
Religious Accommodation	6	6	6	163	30	2					
Retirement	116	48	41	48	49	33					
Sex-Stereotyping	0	0	0	3	0	0					
Telework	36	77	89	82	82	45					
Termination	192	291	280	247	262	48					
Terms/Conditions of Employment	39	45	36	26	38	26					
Time and Attendance	381	446	389	391	507	135					
Training	100	85	60	71	111	45					
Other*	0	160	143	146	134	12					

Processing Time	Comparative Data (Sec. 1614.705)										
29 CFR §1614.704(f)			Previou	s Fiscal Yea	r Data						
The average length of time it has taken an agency to	2019	2020	2021	2022	2023	2024					
complete, respectively, investigation an final action for:	2019	2020	2021	2022	2023	(10/1/23-12/31/23)					
Complaints pending (for any length of time) during fiscal yea	r										
Average number of days in investigation stage	135.9	126.2	123.5	225.8	202.8	207.2					
Average number of days in final action stage	728.9	781.7	103.0	72.6	52.7	53.4					
Complaints pending during fiscal year where hearing was req	uested										
Average number of days in investigation stage	190.7	195	187.4	306.5	214.3	204.1					
Average number of days in final action stage	8	7	6.5	6.8	5.1	4.1					
Complaints pending during fiscal year where hearing was not	requested										
Average number of days in investigation stage	206.7	202.3	198.2	241.9	200.6	204.9					
Average number of days in final action stage	222	310	199.5	138.3	100.3	102.6					

		(Comparativ	e Data (Sec.	. 1614.705)	
Complaints Dismissed by Agency			Previou	ıs Fiscal Yea	r Data	
29 CFR §1614.704 (g)	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Total Complaints Dismissed by Agency	574	572	595	511	474	126
Average days pending prior to dismissal	46.7	40.9	46.1	61.9	106.1	102.3

			Comparativ	e Data (Sec	. 1614.705)	
Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)			Previou	ıs Fiscal Yea	r Data	
	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Total Complaints Withdrawn by Complainants	174	188	197	215	218	50

Total Final Actions Finding Discrimination		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
29 CFR §1614.704 (i)	2019		2020		2021		2022		202	23	202 (10/1/23-1		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	56	100%	73	100%	65	100%	63	100%	62	100%	25	100%	
Without Hearing	29	52%	36	49%	44	68%	38	60%	49	79%	20	80%	
With Hearing	27	48%	37	51%	21	32%	25	40%	13	21%	5	20%	

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)						Comparative Data (Se Previous Fiscal Ye)				
Note: Complaints can be filed alleging multiple bases.	2020		2021		2022		2023		2023		2024 (10/1/23-12/31/23	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	56	100%	73	100%	65	100%	63	100%	62	100%	25	100%
Race	6	11%	17	23%	5	8%	4	6%	5	8%	2	8%
Color	0	0%	2	3%	1	2%	2	3%	0	0%	0	0%
Religion	3	5%	3	4%	0	0%	1	2%	2	3%	0	0%
Reprisal	17	30%	31	42%	27	42%	26	41%	19	31%	14	56%
Sex	12	21%	15	20%	16	25%	18	29%	11	18%	4	16%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	2	4%	3	4%	1	2%	1	2%	2	3%	1	4%
Equal Pay Act	0	0%	1	1%	0	0%	2	3%	0	0%	0	0%
Age	1	2%	5	7%	3	5%	2	3%	3	5%	2	8%
Disability	25	45%	28	38%	24	37%	31	49%	36	58%	10	40%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	2	8%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis						Comparative Data (Se)				
29 CFR §1614.704 (j)(2)						Previous Fiscal Ye	ar Data				20	24
Note: Complaints can be filed alleging multiple bases.	2019		2020		2021		2022		20	23	(10/1/23-12/31/23)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	29	100%	36	100%	44	100%	38	100%	49	100%	20	100%
Race	4	14%	5	14%	1	2%	2	5%	5	10%	1	5%
Color	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	2	5%	0	0%	0	0%	1	2%	0	0%
Reprisal	8	28%	14	39%	15	34%	14	37%	15	31%	10	50%
Sex	5	17%	7	19%	9	20%	7	18%	10	20%	2	10%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	2	7%	1	3%	1	2%	0	0%	1	2%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	3	6%	1	5%
Disability	14	48%	16	43%	21	48%	20	53%	27	55%	8	40%
GINA	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 Basis						Comparative Data (Se	c. 1614.705)				
29 CFR §1614.704 (j)(3)						Previous Fiscal Ye	ar Data					
Note: Complaints can be filed alleging multiple bases.	2020		2021		2022		20	23	20	23	2024 (10/1/23-12/31/23)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	27	100%	37	100%	21	100%	25	100%	13	100%	5	100%
Race	2	7%	12	32%	4	19%	2	8%	0	0%	1	20%
Color	0	0%	0	0%	1	5%	2	8%	0	0%	0	0%
Religion	3	11%	1	3%	0	0%	1	4%	1	8%	0	0%
Reprisal	9	33%	17	46%	12	57%	12	48%	4	31%	4	80%
Sex	7	26%	8	22%	7	33%	11	44%	1	8%	2	40%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	2	5%	0	0%	1	4%	0	0%	1	20%
Equal Pay Act	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Age	1	4%	5	14%	3	14%	2	8%	0	0%	1	20%
Disability	11	41%	12	32%	3	14%	11	44%	9	69%	2	40%
GINA	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%

						Comparative Data (Sec	c. 1614.705)					
Findings of Discrimination Rendered by Issue						Previous Fiscal Ye	ar Data					
29 CFR §1614.704 (k)(1)	20	19	20)20		2021	20	22	2023		2024 (10/1/23-12/31/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	56	100%	73	100%	65	100%	63	100%	62	100%	25	100%
Appointment/Hire	0	0%	1	1%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	2%	5	7%	1	2%	3	5%	1	2%	2	8%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	1	1%	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%	1	2%	1	2%	0	0%	0	0%
Suspension	0	0%	4	5%	0	0%	0	0%	0	0%	0	0%
Removal	1	2%	3	4%	1	2%	1	2%	0	0%	0	0%
Warning	0	0%	7	9%	1	2%	2	3%	2	3%	1	4%
Duty Hours	0	0%	2	3%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	5%	7	9%	3	5%	0	0%	3	5%	2	8%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	13	23%	21	28%	15	23%	21	33%	16	26%	10	40%
Sexual	6	11%	6		8	12%	8	13%	8	13%	1	4%
Medical Examination	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	4%	1	1%	4	6%	4	6%	0	0%	0	0%
Promotion/Non-Selection	5	9%	16	22%	11	17%	2	3%	2	3%	1	4%
Reassignment												
Denied	0	0%	2	3%	0	0%	0	0%	0	0%	0	0%
Directed	4	7%	3	4%	1	2%	1	2%	1	2%	1	4%
Reasonable Accommodation	15	27%	11	15%	16	25%	20	32%	22	35%	8	32%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Retirement	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Sex-Stereotyping	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	3	5%	2	3%	4	6%	4	6%	3	5%	3	12%
Terms/Conditions of Employment	3	5%	2	3%	0	0%	0	0%	0	0%	Ü	0%
Time and Attendance	3	5%	1	1%	4	6%	6	10%	2	3%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	Ü	0%
Other	14	25%	20	27%	10	15%	11	17%	7	11%	9	36%

						Comparative Data (Sec	. 1614.705)					
Findings of Discrimination Rendered by Issue						Previous Fiscal Ye	ar Data					
29 CFR §1614.704 (k)(2)	20:	19	20	20		2021	202	22	202	3	20 (10/1/23-2	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	29	100%	36	100%	44	100%	38	100%	49	100%	20	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	3%	1	3%	0	0%	2	5%	1	2%	2	10%
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%	1	2%	1	3%	0	0%	0	0%
Suspension	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Removal	1	3%	2	5%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	2	5%	1	2%	1	3%	2	4%	1	5%
Duty Hours	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	10%	2	5%	1	2%	0	0%	3	6%	1	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment						•			· ·			
Non-Sexual	6	21%	6	16%	4	9%	9	24%	10	20%	7	35%
Sexual	4	14%	6	16%	6	14%	4	11%	7	12%	1	5%
Medical Examination	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	1	2%	3	8%	0	0%	0	0%
Promotion/Non-Selection	2	7%	6	16%	7	16%	0	0%	2	4%	1	5%
Reassignment						•			· ·			
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	3	10%	0	0%	0	0%	0	0%	1	2%	0	0%
Reasonable Accommodation	11	38%	7	19%	14	32%	13	34%	14	29%	7	35%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Retirement	0	0%	0	0%	0	0%	1	3%	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	3%	2	5%	0	0%	0	0%	1	2%	2	10%
Terms/Conditions of Employment	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	2	7%	0	0%	2	5%	3	8%	2	4%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	8	28%	10	28%	9	20%	10	26%	6	12%	0	0%

	Comparative Data (Sec. 1614.705)												
Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Previous Fiscal Year Data												
	2019		2020		2021		2022		2023		2024 (10/1/23-12/31/23)		
	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	27	100%	37	100%	21	100%	25	100%	13	100%	5	100%	
Appointment/Hire	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	
Assignment of Duties	0	0%	4	11%	1	5%	1	4%	0	0%	0	0%	
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Conversion to Full-time	0	0%	1	3%	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%	3	8%	0	0%	0	0%	0	0%	0	0%	
Removal	0	0%	1	3%	1	5%	1	4%	0	0%	0	0%	
Warning	0	0%	5	14%	0	0%	1	4%	0	0%	0	0%	
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Evaluation Appraisal	0	0%	5	14%	2	10%	0	0%	0	0%	1	20%	
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Harassment					<u> </u>								
Non-Sexual	7	26%	15	41%	11	52%	12	48%	6	46%	3	60%	
Sexual	2	7%	0	0%	2	10%	4	16%	1	8%	0	0%	
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Pay (Including Overtime)	2	7%	1	3%	3	14%	1	4%	0	0%	0	0%	
Promotion/Non-Selection	3	11%	10	27%	4	19%	2	8%	0	0%	0	0%	
Reassignment					<u> </u>	'							
Denied	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%	
Directed	1	4%	3	8%	1	5%	1	4%	0	0%	1	20%	
Reasonable Accommodation	4	15%	4	11%	2	10%	7	28%	7	54%	1	20%	
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	2	7%	0	0%	4	19%	4	16%	2	15%	1	20%	
Terms/Conditions of Employment	2	7%	2	5%	0	0%	0	0%	0	0%	0		
Time and Attendance	1	4%	1	3%	2	10%	3	12%	0	0%	0	0%	
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Other	6	22%	10	27%	1	5%	1	4%	1	8%	1	20%	

	Comparative Data (Sec. 1614.705) tus29 Previous Fiscal Year Data								
Pending Complaints Filed in Previous Fiscal Years by Status29									
CFR §1614.704 (I)	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)			
Total complaints from previous Fiscal Years	4562	4458	3680	3553	3851	5440			
Total Complainants	3955	3878	3255	3177	3509	4962			
Number complaints pending	•		•		•				
Investigation	24	16	3	4	7	645			
ROI issued, pending Complainant's action	11	17	8	6	37	219			
Hearing	3236	2934	2523	2214	2161	2655			
Final Action	714	731	468	536	684	912			
Appeal with EEOC Office of Federal Operations	576	759	678	793	962	1009			

	Comparative Data (Sec. 1614.705)								
Complaint Investigations		Previous Fiscal Year Data							
29 CFR §1614.704 (m)	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)			
Pending Complaints Where Investigations Exceeds Required Time Frames	97	52	43	15	2	65			