		Comparative Data (Sec. 1614.705)										
Complaint Activity			Previous	Fiscal Year	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	159	177	106	136	113	40						
Number of Complainants	151	168	98	132	112	40						
Repeat Filers	10	14	10	4	1	0						

Complaints by Basis		C	omparative	Data (Sec. :	1614.705)	
29 CFR §1614.704 (d)			Previous	Fiscal Year	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	62	64	39	48	39	9
Color	6	3	1	7	3	2
Religion	3	3	2	8	5	1
Reprisal	62	85	47	54	42	18
Sex	53	41	25	36	24	7
Pregnancy Discrimination Act	0	0	1	0	1	0
National Origin	8	11	5	5	2	1
Equal Pay Act	0	0	0	0	0	0
Age	44	41	28	35	31	8
Disability	80	100	47	66	53	17
GINA	1	0	0	1	0	0
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue		Co	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (e)			Previous	Fiscal Year	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	4	8	3	4	3	
Assignment of Duties	16	12	4	8	10	
Awards	0	0	0	0	0	
Conversion to Full-time	0	0	0	0	0	
Disciplinary Action						
Demotion	4	2	1	1	1	
Reprimand	9	9	5	3	3	
Suspension	8	4	0	5	3	
Removal	14	9	1	3	3	
Warning	11	18	7	10	10	
Duty Hours	0	4	0	3	0	
Performance Evaluation/Appraisal	18	19	17	13	13	
Examination/Test	0	0	0	0	0	
Harassment			<u> </u>			
Non-Sexual	83	100	54	83	58	1
Sexual	2	7	3	1	1	
Medical Examination	0	0	0	0	0	
Pay (Including Overtime)	6	7	1	6	8	
Promotion/Non-Selection	21	31	14	14	23	1
Reassignment		•	•	•		
Denied	3	0	3	3	3	
Directed	8	1	3	4	6	
Reasonable Accommodation Disability	38	44	17	29	29	
Reinstatement	0	0	0	1	0	
Religious Accommodation	1	0	0	3	1	
Retirement	6	4	5	6	2	
Sex-Stereotyping	0	0	0	0	0	
Telework	6	7	0	6	2	
Termination	8	20	15	7	13	
Terms/Conditions of Employment	0	4	1	1	1	
Time and Attendance	15	28	10	23	22	
Training	10	6	4	4	4	
Other*	0	11	8	6	3	

Processing Time 29 CFR §1614.704(f)		Co	omparative	Data (Sec. :	1614.705)						
29 CFR 91614.704(I)			Previous	Fiscal Year	Data						
The average length of time it has taken an agency to complete, respectively, investigation and final action for:	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)					
Complaints pending (for any length of time) during fiscal year		'	'	'							
Average number of days in investigation stage	120.9	116.1	108.4	177.8	192.8	192.0					
Average number of days in final action stage	740.7	810.1	91.9	95.1	46.4	44.2					
Complaints pending during fiscal year where hearing was req	uested										
Average number of days in investigation stage	187.6	179.2	175.4	337.8	190.3	167.2					
Average number of days in final action stage	6	11	6.2	13.3	4.3	2.3					
Complaints pending during fiscal year where hearing was not	requested										
Average number of days in investigation stage	201.9 203.5 202.3 224.0 174.6 23										
Average number of days in final action stage	244	305	177.6	176.9	88.5	86					

		С	omparative	Data (Sec.	1614.705)	
Complaints Dismissed by Agency			Previous	Fiscal Year	Data	
29 CFR §1614.704 (g)	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Total Complaints Dismissed by Agency	38	43	27	32	16	5
Average days pending prior to dismissal	63.3	30.5	46.96	42	78.31	423

		С	omparative	Data (Sec.	1614.705)	
Complaints Withdrawn by Complainants			Previous	Fiscal Year	Data	
29 CFR §1614.704 (h)	2019	2020	2021	2022	2023	2024
	2019	2020	2021	2022	2023	(10/1/23-12/31/23)
Total Complaints Withdrawn by Complainants	10	13	16	9	13	4

Total Final Actions Finding Discrimination					С	omparative Data (So Previous Fiscal Y		5)				
29 CFR §1614.704 (i)	20	2019 2020				2021	20)22	20	23	202 (10/1/23-1	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5	100%	2	100%	5	100%	4	100%	3	100%	0	0%
Without Hearing	2	40%	1	50%	5	100%	1	25%	2	100%	0	0%
With Hearing	3	60%	1	50%	0	0%	3	75%	1	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)					С	omparative Data (S Previous Fiscal Y		5)				
Note: Complaints can be filed alleging multiple bases.	2019 2020				2021	20	22	2023		2024 (10/1/23-12/31/23)		
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5	100%	2	100%	5	100%	4	100%	3	100%	0	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	2	40%	1	50%	2	40%	1	25%	0	0%	0	0%
Sex	1	20%	0	0%	0	0%	2	50%	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%	1	25%	0	0%	0	0%
Disability	2	40%	1	50%	4	80%	3	75%	3	100%	0	0%
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 29 CFR §1614.704 (j)(2)		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases.	2019			2020 2021			20	22	20	2023)24 12/31/23)
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	2	100%	1	100%	5	100%	1	100%	2	100%	0	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	1	50%	0	0%	2	40%	0	0%	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	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	50%	1	100%	4	80%	1	100%	2	100%	0	0%
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 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.	20	19	20)20		2021	20	22	20)23	2024 (10/1/23-12/31/23)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	5	100%	1	100%	0	0%	3	100%	1	100%	0	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	1	33%	1	100%	0	0%	1	33%	0	0%	0	0%
Sex	1	33%	0	0%	0	0%	2	67%	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%	1	33%	0	0%	0	0%
Disability	1	33%	0	0%	0	0%	2	67%	1	100%	0	0%
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%

					C	omparative Data (Se	ec. 1614.705)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Y	ear Data					
29 CFR §1614.704 (k)(1)	20	19	20	20		2021	202	.2	20	23)24 12/31/23)
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	2	100%	5	100%	4	100%	3	100%	0	0%
Appointment/Hire	0	0%	0	0%	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	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%
Warning	0	0%	0	0%	1	20%	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	20%	1	25%	0	0%	0	0%
Sexual	1	20%	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	1	20%	1	50%	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	3	60%	1	50%	4	80%	2	50%	3	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	1	20%	0		0	0%	1	25%	1	33%	0	
Terms/Conditions of Employment	2		0		0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	20%	0		0	0%	0	0%	0	0%	0	
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	20%	0		0	0%	0	0%	0	0%	0	
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					Co	omparative Data (Se	c. 1614.705)					
Findings of Discrimination Rendered by Issue						Previous Fiscal Yo	ear Data					
29 CFR §1614.704 (k)(2)	20	19	20	20		2021	202	2	202	23	2024 (10/1/23-12/31/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	2	100%	1	100%	5	100%	1	100%	2	100%	0	0%
Appointment/Hire	0	0%	0	0%	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	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%
Warning	0	0%	0	0%	1	20%	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	20%	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	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment	'					•	<u> </u>				l.	
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	2	100%	1	100%	4	80%	1	100%	2	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	1	50%	0	0%	0	0%	0	0%	1	50%	0	0%
Terms/Conditions of Employment	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	50%	0		0	0%	0	0%	0	0%	0	0%
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	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
29 CFR §1614.704 (k)(3)			2021	202	2	2023		2024 (10/1/23-12/31/23)				
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	3	100%	1	100%	0	0%	3	100%	1	100%	0	0%
Appointment/Hire	0	0%	0	0%	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	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%
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%	0	0%	1	33%	0	0%	0	0%
Sexual	1	33%	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%	1	100%	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	1	33%	0	0%	0	0%	1	33%	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%
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	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%
Terms/Conditions of Employment	1	33%	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	
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

	Comparative Data (Sec. 1614.705)								
Pending Complaints Filed in Previous Fiscal Years by	Previous Fiscal Year Data								
Status29 CFR §1614.704 (I)	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)			
Total complaints from previous Fiscal Years	308	289	215	187	180	240			
Total Complainants	272	251	196	171	168	226			
Number complaints pending									
Investigation	1	2	1	0	0	25			
ROI issued, pending Complainant's action	2	0	1	0	0	5			
Hearing	199	177	138	102	93	117			
Final Action	56	48	31	28	28	38			
Appeal with EEOC Office of Federal Operations	50	62	44	57	59	55			

Complaint Investigations		Comparative Data (Sec. 1614.705)							
		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	5	7	1	0	0	1			