		C	omparative	Data (Sec.	1614.705)	
Complaint Activity			Previous	s Fiscal Year	· Data	
29 CFR §1614.704 (a), (b), and (c)	2019	2020	2021	2022	2023	<b>2024</b> (10/1/23-12/31/23)
Number of Complaints Filed	2343	2489	2381	2664	2627	793
Number of Complainants	2230	2373	2274	2540	2529	786
Repeat Filers	110	112	100	116	82	7

Complaints by Basis		С	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	862	880	881	900	965	256
Color	106	109	99	113	176	41
Religion	72	66	62	314	130	25
Reprisal	990	1085	1078	1080	1263	341
Sex	620	623	637	681	719	200
Pregnancy Discrimination Act	17	15	17	24	29	11
National Origin	215	200	205	222	246	54
Equal Pay Act	22	19	24	2	1	0
Age	550	559	555	571	612	149
Disability	822	905	866	997	1004	267
GINA	4	5	3	9	7	2
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue		С	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	55	65	50	68	61	12
Assignment of Duties	311	275	245	225	280	71
Awards	16	5	17	17	20	6
Conversion to Full-time	1	0	2	2	1	1
Disciplinary Action						
Demotion	23	23	22	22	20	3
Reprimand	110	112	106	70	64	19
Suspension	99	88	78	78	81	13
Removal	111	73	53	56	47	12
Warning	175	173	129	219	320	84
Duty Hours	97	106	76	100	113	36
Performance Evaluation/Appraisal	229	290	239	259	327	103
Examination/Test	1	2	0	4	4	(
Harassment						
Non-Sexual	1344	1584	1512	1710	1785	511
Sexual	81	72	80	90	94	25
Medical Examination	12	12	4	8	16	3
Pay (Including Overtime)	128	161	148	179	198	65
Promotion/Non-Selection	333	344	317	308	326	101
Reassignment						
Denied	12	20	19	17	18	8
Directed	89	253	182	232	285	84
Reasonable Accommodation Disability	292	358	306	400	376	84
Reinstatement	1	2	0	2	2	(
Religious Accommodation	4	6	6	160	29	2
Retirement	104	43	34	38	45	30
Sex-Stereotyping	0	0	0	2	0	(
Telework	24	64	85	73	76	43
Termination	182	263	258	232	243	47
Terms/Conditions of Employment	36	38	34	25	36	25
Time and Attendance	344	408	373	360	472	131
Training	81	71	55	66	104	44
Other*	0	138	128	140	126	1:

Processing Time		Co	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704(f)			Previous	Fiscal Year	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	133.2	122.4	124.3	229.4	203	206.8
Average number of days in final action stage	732.2	778.5	101.8	70.7	53.1	54.4
Complaints pending during fiscal year where hearing was req	uested					
Average number of days in investigation stage	190.8	196.2	188.6	302.6	216.3	203.9
Average number of days in final action stage	9	13	6.5	6.6	5.2	4.1
Complaints pending during fiscal year where hearing was not	requested					
Average number of days in investigation stage	207.6	202.5	198.4	243.8	201	203.9
Average number of days in final action stage	227	310	197.1	134.8	101	104.6

		C	omparative	Data (Sec.	1614.705)	
Complaints Dismissed by Agency			Previous	Fiscal Year	Data	
29 CFR §1614.704 (g)	2019	2020	2021	2022	2023	<b>2024</b> (10/1/23-12/31/23)
Total Complaints Dismissed by Agency	500	498	543	463	432	118
Average days pending prior to dismissal	46	41.59	45.9	51.3	107	86

		C	omparative	Data (Sec.	1614.705)	
Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)			Previous	s Fiscal Year	Data	
	2019	2020	2021	2022	2023	2024
	2019	2020	2021	2022	2023	(10/1/23-12/31/23)
Total Complaints Withdrawn by Complainants	155	163	175	194	195	44

Total Final Actions Finding Discrimination					(			Comparative Data (Sec. 1614.705)  Previous Fiscal Year Data											
29 CFR §1614.704 (i)	20	19	2020			2021	20	)22	20	23	202 (10/1/23-1								
	#	%	#	%	#	%	#	%	#	%	#	%							
Total Number Findings	48	100%	69	100%	58	100%	55	100%	57	100%	25	100%							
Without Hearing	25	64%	35	51%	37	64%	35	64%	45	79%	20	80%							
With Hearing	23	59%	34	49%	21	36%	20	36%	12	21%	5	20%							

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)					C	Comparative Data (Se Previous Fiscal Ye		5)				
Note: Complaints can be filed alleging multiple bases.	2019 2020				2021	20	22	20	)23	2024 (10/1/23-12/31/23)		
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	48	100%	69	100%	58	100%	55	100%	57	100%	25	100%
Race	6	13%	15	22%	5	9%	4	7%	4	7%	2	8%
Color	0	0%	2	2%	1	2%	2	4%	0	0%	0	0%
Religion	3	6%	3	4%	0	0%	1	2%	2	4%	0	0%
Reprisal	15	31%	28	41%	24	41%	23	42%	19	173%	14	56%
Sex	10	21%	14	20%	16	28%	15	27%	11	19%	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%	1	2%	1	4%
Equal Pay Act	0	0%	1	1%	0	0%	2	4%	0	0%	0	0%
Age	1	2%	5	7%	3	5%	1	2%	3	5%	2	8%
Disability	21	44%	27	39%	19	33%	26	47%	32	52%	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 29 CFR §1614.704 (j)(2)					(	Comparative Data (Se Previous Fiscal Yo		5)				
Note: Complaints can be filed alleging multiple bases.	2019 2020				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 Without Hearing	25	100%	35	100%	37	100%	35	100%	45	100%	20	100%
Race	4	16%	5	14%	1	3%	2	6%	4	9%	1	5%
Color	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	2	6%	0	0%	0	0%	1	2%	0	0%
Reprisal	7	28%	14	40%	12	32%	13	37%	15	33%	10	50%
Sex	4	16%	7	20%	9	24%	6	17%	10	22%	2	10%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	2	8%	1	3%	1	3%	0	0%	1	2%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	3	7%	1	5%
Disability	12	48%	15	43%	16	43%	19	54%	24	53%	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 29 CFR §1614.704 (j)(3)					(	Comparative Data (Se Previous Fiscal Yo		5)				
Note: Complaints can be filed alleging multiple bases.	20	19	20	20		2021		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	23	100%	34	100%	21	100%	20	100%	12	100%	5	100%
Race	2	9%	10	29%	4	19%	2	10%	0	0%	1	20%
Color	0	0%	0	0%	1	5%	2	10%	0	0%	0	0%
Religion	3	13%	1	3%	0	0%	1	5%	1	8%	0	0%
Reprisal	8	35%	14	41%	12	57%	10	50%	4	33%	4	80%
Sex	6	26%	7	21%	7	33%	9	45%	1	8%	2	40%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	2	6%	0	0%	1	5%	0	0%	1	20%
Equal Pay Act	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Age	1	4%	5	15%	3	14%	1	5%	0	0%	1	20%
Disability	9	39%	12	35%	3	14%	7	35%	8	67%	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%

					C	Comparative Data (Se	ec. 1614.705	)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Ye	ear Data					
29 CFR §1614.704 (k)(1)	20	19	202	0		2021	202	22	202	23	202 (10/1/23-1	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	48	100%	69	100%	58	100%	55	100%	57	100%	25	100%
Appointment/Hire	0	0%	1	1%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	2%	4	6%	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%	3	4%	0	0%	0	0%	0	0%	0	0%
Removal	1	2%	2	3%	1	2%	1	2%	0	0%	0	0%
Warning	0	0%	5	7%	0	0%	1	2%	2	4%	1	4%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	6%	5	7%	2	3%	0	0%	3	5%	2	8%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment			•				•					
Non-Sexual	12	25%	19	28%	14	24%	19	35%	15	26%	10	40%
Sexual	4	8%	6	9%	8	14%	7	13%	8	14%	1	4%
Medical Examination	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	4%	1	1%	4	7%	4	7%	0	0%	0	0%
Promotion/Non-Selection	4	8%	14	20%	11	19%	2	4%	2	4%	1	4%
Reassignment			•			•			•	•		
Denied	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Directed	4	8%	1	1%	1	2%	1	2%	1	2%	1	4%
Reasonable Accommodation	10	21%	10	14%	11	19%	17	31%	17	30%	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	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	2%	2	3%	4	7%	3	5%	2	4%	3	12%
Terms/Conditions of Employment	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	2	4%	1	1%	4	7%	6	11%	2	4%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	13	27%	20	29%	10	17%	11	20%	7	12%	9	36%

					(	Comparative Data (Se	c. 1614.705)					
Findings of Discrimination Rendered by Issue						Previous Fiscal Ye	ear Data					
29 CFR §1614.704 (k)(2)	20:	19	20	20		2021	202	2	202	3	20 (10/1/23-	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	25	100%	35	100%	37	100%	35	100%	45	100%	20	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	4%	1	3%	0	0%	2	6%	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	3%	1	3%	0	0%	0	0%
Suspension	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Removal	1	4%	2	6%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	2	6%	0	0%	0	0%	2	4%	1	5%
Duty Hours	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	12%	2	6%	0	0%	0	0%	3	7%	1	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment			<u> </u>				<u> </u>	<u> </u>	•			
Non-Sexual	5	20%	6	17%	3	8%	9	26%	9	20%	7	35%
Sexual	3	12%	6	17%	6	16%	3	9%	7	16%	1	5%
Medical Examination	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	1	3%	3	9%	0	0%	0	0%
Promotion/Non-Selection	1	4%	6	17%	7	19%	0	0%	2	4%	1	5%
Reassignment			<u> </u>	<u> </u>			<u> </u>	<u> </u>				
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	3	12%	0	0%	0	0%	0	0%	1	2%	0	0%
Reasonable Accommodation	8	32%	6	17%	9	24%	12	34%	14	31%	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	0	0%	2	6%	0	0%	0	0%	0	0%	2	10%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	4%	0		2	5%	3	9%	2	4%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	28%	10	29%	9	24%	10	29%	6	13%	0	0%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
29 CFR §1614.704 (k)(3)	2019		2020		2021		2022		2023		2024 (10/1/23-12/31/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	23	100%	34	100%	21	100%	20	100%	12	100%	5	100%
Appointment/Hire	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	3	9%	1	5%	1	5%	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%	2	6%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	1	5%	1	5%	0	0%	0	0%
Warning	0	0%	3	9%	0	0%	1	5%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	9%	2	10%	0	0%	0	0%	1	20%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment				•			•					
Non-Sexual	7	30%	13	38%	11	52%	10	50%	6	50%	3	60%
Sexual	1	4%	0	0%	2	10%	4	20%	1	8%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	9%	1	3%	3	14%	1	5%	0	0%	0	0%
Promotion/Non-Selection	3	13%	8	24%	4	19%	2	10%	0	0%	0	0%
Reassignment				•			•					
Denied	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Directed	1	4%	1	3%	1	5%	1	5%	0	0%	1	20%
Reasonable Accommodation	2	9%	4	12%	2	10%	5	25%	6	50%	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	1	4%	0	0%	4	19%	3	15%	2	17%	1	20%
Terms/Conditions of Employment	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	4%	1	3%	2	10%	3	15%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	6	26%	10	29%	1	5%	1	5%	1	8%	1	20%

	Comparative Data (Sec. 1614.705)								
Pending Complaints Filed in Previous Fiscal Years by Status29	Previous Fiscal Year Data								
CFR §1614.704 (I)	2019	2020	2021	2022	2023	<b>2024</b> (10/1/23-12/31/23)			
Total complaints from previous Fiscal Years	3989	3907	3247	3171	3490	4959			
Total Complainants	3457	3395	2864	2837	3175	4512			
Number complaints pending	•	•	•	•	•				
Investigation	19	11	2	1	7	601			
ROI issued, pending Complainant's action	8	15	7	5	36	208			
Hearing	2844	2587	2237	1999	1970	2421			
Final Action	627	650	414	480	635	845			
Appeal with EEOC Office of Federal Operations	491	644	587	686	842	884			

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	83	40	40	13	2	60			