

GSA EEO Data Posted Pursuant to the No FEAR Act
For 1st Quarter FY 2023 for Period Ending December 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	84	65	73	44	52	23
Number of Complainants	79	58	67	40	51	7
Repeat Filers	5	7	6	2	1	2

Complaints by Basis <small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>	Comparative Data					
	Previous Fiscal Year Data					2023 thru 12-31
	2018	2019	2020	2021	2022	
Race	35	27	33	18	30	12
Color	17	8	17	10	10	8
Religion	8	2	3	3	10	5
Reprisal	50	29	37	23	25	11
Sex	44	21	32	15	19	10
PDA	0	1	0	0	0	0
National Origin	13	3	11	8	7	4
Equal Pay Act	1	1	1	2	1	1
Age	40	22	23	9	14	8
Disability	33	32	33	13	19	11
Genetics	0	0	0	0	1	0
Non-EEO	3	1	2	0	0	0

Complaints by Issue <small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>	Comparative Data					
	Previous Fiscal Year Data					2023 thru 12-31
	2018	2019	2020	2021	2022	
Appointment/Hire	0	1	3	0	1	0
Assignment of Duties	6	3	2	9	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	4	0	4	2	0	0
Suspension	3	2	3	2	2	0
Removal	1	4	2	3	4	2
Other-Disciplinary Warning	0	3	4	3	7	5
Duty Hours	0	1	0	0	0	0
Perf. Eval./ Appraisal	11	7	12	8	11	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	24	21	26	9	24	11
Sexual	4	0	0	0	3	1

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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 thru 12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	215.48	221.80	195.98	195.52	199.00	221.50
Average number of days in final action	38.83	49.64	47.98	47.40	43.83	45.40
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	221.74	240.31	201.42	192.26	198.00	289.33
Average number of days in final action	26.32	43.94	37.15	38.52	38.12	35.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	230.78	233.06	205.96	200.67	202.92	153.67
Average number of days in final action	54.11	60.74	58.80	59.56	57.71	55.80

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Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 thru 12-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	8	4	10	12	3	1
Average days pending prior to dismissal	31	54	56	39	41	65
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	13	4	2	4	3	1

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 thru 12-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		0		2		1		1		1	
Without Hearing	1	25	0	0	0	0	1	100	0	0	0	0
With Hearing	3	75	0	0	2	100	0	0	1	100	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										2023 thru 12-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		0		2		1		1		1	
Race	2	50	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	25	0	0	2	100	1	100	0	0	1	100
Sex	3	75	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	1	100	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	1	25	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	1	100
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												
	3		0		2		0		1		1	
Race	2	67	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0

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Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	33	0	0	2	100	0	0	0	0	1	100
Sex	3	100	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	1	100	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	1	33	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
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												
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	1	100	0	0	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	1	100	0	0	0	0	1	100	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 thru 12-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		0		2		1		1		1	
Appointment/Hire	1	25	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	25	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	2	100	0	0	0	0	0	0
Removal	1	25	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	1	100	0	0	1	100

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

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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	1	100
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	1	100	1	100
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	0
Findings Without Hearing												
Appointment/Hire	1	100	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/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	1	100	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	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	1	100	0	0	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

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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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 thru 12-31
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	66	65	46	54	20	48
Total Complainants	60	56	42	51	19	23
Number complaints pending						
Investigation	1	1	0	0	1	25
ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	62	53	44	52	16	21
Final Agency Action	2	2	2	2	4	1
Appeal with EEOC Office of Federal Operations	57	22	13	16	16	14

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 thru 12-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0