

Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:

EPA (and below), Offc of Superfund Remediation and Tech Innovation (and below), Office of Acquisition Management (OAM)

For 2nd Quarter 2023 for period ending March 31, 2023

| Part 1 Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Number of Complaints Filed | 57 | 63 | 63 | 43 | 46 | 18 |
| Number of Complainants | 54 | 62 | 58 | 41 | 44 | 18 |
| Repeat Filers | 3 | 1 | 5 | 2 | 2 | 0 |

| Part 2 Complaints by Basis | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|--------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | | | | | | |
| Race | 35 | 36 | 39 | 20 | 22 | 11 |
| Color | 12 | 18 | 19 | 5 | 13 | 5 |
| Religion | 1 | 6 | 3 | 1 | 10 | 2 |
| Reprisal | 36 | 46 | 42 | 28 | 32 | 13 |
| Sex | 27 | 25 | 27 | 16 | 16 | 4 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 11 | 10 | 6 | 6 | 11 | 4 |
| Equal Pay Act | 1 | 2 | 1 | 0 | 0 | 0 |
| Age | 25 | 19 | 27 | 11 | 12 | 6 |
| Disability | 17 | 25 | 27 | 16 | 13 | 8 |
| Genetics | 0 | 0 | 1 | 0 | 2 | 0 |
| Non-EEO | 1 | 6 | 1 | 4 | 1 | 2 |

| Part 3 Complaints By Issue | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------|
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions. | Previous Fiscal Year Data | | | | | 2023 Thru 03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Appointment/Hire | 2 | 4 | 1 | 4 | 4 | 0 |
| Assignment of Duties* | 18 | 18 | 10 | 7 | 10 | 0 |
| Awards | 5 | 2 | 1 | 0 | 2 | 1 |
| Conversion to Full Time/Perm Status* | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 1 | 0 | 1 | 0 |
| Reprimand** | 2 | 8 | 6 | 3 | 1 | 0 |
| Suspension | 1 | 4 | 7 | 1 | 4 | 0 |
| Removal | 1 | 1 | 1 | 0 | 0 | 0 |
| Other Disciplinary Actions** | 0 | 0 | 0 | 0 | 0 | 0 |
| Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 1 | 0 | 2 | 0 | 1 | 0 |
| Perf. Eval./ Appraisal | 15 | 17 | 9 | 5 | 5 | 4 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harrassment | | | | | | |
| Non-Sexual | 37 | 35 | 36 | 10 | 13 | 8 |
| Sexual | 6 | 1 | 4 | 2 | 1 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 4 | 2 | 2 | 2 | 0 | 0 |
| Promotion/Non-Selection | 10 | 7 | 13 | 7 | 2 | 4 |
| Reassignment | | | | | | |
| Denied | 3 | 2 | 2 | 2 | 1 | 0 |
| Directed | 2 | 4 | 0 | 4 | 2 | 0 |
| Reasonable Accommodation Disability | 8 | 9 | 10 | 6 | 4 | 5 |
| Reinstatement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 3 | 0 |
| Retirement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 4 | 7 | 1 | 0 | 1 | 1 |
| Termination | 0 | 8 | 4 | 2 | 3 | 3 |
| Terms/Conditions of Employment* | 15 | 17 | 12 | 6 | 17 | 0 |
| Time and Attendance | 10 | 4 | 6 | 2 | 2 | 0 |
| Training | 3 | 2 | 3 | 2 | 2 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 6 |
| User Defined - Other 1* | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2* | 1 | 4 | 7 | 11 | 0 | 0 |
| User Defined - Other 3* | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4* | 0 | 0 | 0 | 0 | 0 | 0 |

| Part 4 Processing Time | Comparative Data | | | | | |
|---|---------------------------|--------|--------|--------|--------|-----------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 212.73 | 231.0 | 217.41 | 219.88 | 197.79 | 229.47 |
| Average number of days in final action | 283.88 | 94.18 | 71.73 | 109.35 | 100.28 | 99.40 |
| Complaints pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 211.41 | 245.19 | 221.69 | 215.47 | 227.04 | 225.57 |
| Average number of days in final action | 56.0 | 81.33 | 39.89 | 35.25 | 58.55 | 56.55 |
| Complaints pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 217.32 | 218.16 | 200.7 | 227.72 | 183.15 | 216.80 |
| Average number of days in final action | 287.57 | 118.62 | 204.0 | 92.83 | 77.5 | 151.78 |

| Part 5 Complaints Dismissed by Agency | Comparative Data | | | | | |
|--|---------------------------|------|------|------|--------|-----------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Part 5 Complaints Dismissed by Agency | 6 | 4 | 6 | 4 | 6 | 0 |
| Average days pending prior to dismissal | 63 | 45 | 266 | 144 | 116.29 | 0 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 4 | 5 | 6 | 3 | 9 | 5 |

| Part 6 Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
|--|---------------------------|-----|------|-----|------|---|------|---|------|---|--------------------|-----|
| | Previous Fiscal Year Data | | | | | | | | | | 2023 Thru 03-31 | |
| | 2018 | | 2019 | | 2020 | | 2021 | | 2022 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 1 | | 1 | | 0 | | 0 | | 0 | | 1 | |
| Without Hearing | 1 | 100 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Part 7 Finding of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
|--|---------------------------|--------|------|-------|------|------|------|------|------|------|-----------------|--------|
| | Previous Fiscal Year Data | | | | | | | | | | 2023 Thru 03-31 | |
| | 2018 | | 2019 | | 2020 | | 2021 | | 2022 | | | |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 1 | | 3 | | 0 | | 0 | | 0 | | 1 | |
| Race | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 1 | 100.00 | 1 | 33.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Sex | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability | 0 | 0.00 | 2 | 66.67 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| | | | | | | | | | | | | |
| Findings After Hearing | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Race | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Sex | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| | | | | | | | | | | | | |
| Finding Without Hearing | 1 | | 3 | | 0 | | 0 | | 0 | | 1 | |

| | | | | | | | | | | | | |
|-----------------|---|--------|---|-------|---|------|---|------|---|------|---|--------|
| Race | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 1 | 100.00 | 1 | 33.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Sex | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability | 0 | 0.00 | 2 | 66.67 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

[illegible]

[illegible]

| Findings Without Hearing | 1 | | 3 | | 0 | | 0 | | 0 | | 1 | |
|---------------------------------------|---|-----|---|----|---|---|---|---|---|---|---|-----|
| 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/Perm Status* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | 1 | 100 | 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 Disciplinary Actions** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other 2** | 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 | | | | | | | | | | | | |
| Sexual | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-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 | 2 | 67 | 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 | 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 | 1 | 100 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 1* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Part 9 Complaints Pending from Previous Fiscal Years By Status | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|--------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Total complaints from previous Fiscal Years | 79 | 69 | 62 | 72 | 57 | 66 |
| Total Complainants | 67 | 63 | 55 | 63 | 48 | 59 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 0 | 1 | 1 | 0 | 6 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 1 | 0 |
| Hearing | 73 | 58 | 52 | 56 | 47 | 48 |
| Final Agency Action | 7 | 12 | 7 | 12 | 8 | 11 |
| Appeal with EEOC Office of Federal Operations | 48 | 53 | 56 | 56 | 5 | 28 |

| Part 10 Complaint Investigations | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|--------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 03-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 4 | 1 | 3 |