

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

EPA (includes sub-level offices)

For 4th Quarter 2023 for period ending September 30, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	57	63	63	43	45	47
Number of Complainants	54	62	58	41	43	47
Repeat Filers	3	1	5	2	2	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	
Race	35	36	39	20	21	24
Color	12	18	19	5	12	11
Religion	1	6	3	1	10	4
Reprisal	36	46	42	28	31	28
Sex	27	25	27	16	16	15
PDA	0	0	0	0	0	1
National Origin	11	10	6	6	11	7
Equal Pay Act	1	2	1	0	0	0
Age	25	19	27	11	11	14
Disability	17	25	27	16	12	22
Genetics	0	0	1	0	2	1
Non-EEO	1	6	1	4	1	4

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</p>	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Appointment/Hire	2	4	1	4	4	1
Assignment of Duties*	18	18	10	7	10	0
Awards	5	2	1	0	2	2
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	3	2
Removal	1	1	1	0	0	1
Other Disciplinary Actions**	0	0	0	0	0	2
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	2	0	1	0
Perf. Eval./ Appraisal	15	17	9	5	5	9
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	37	35	36	10	13	18
Sexual	6	1	4	2	1	2
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	11
Reassignment						
Reassignment: Denied/Directed	3	2	2	2	1	0
Directed	2	4	0	4	2	1
Reasonable Accommodation Disability	8	9	10	6	4	9
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	2
Termination	0	8	4	2	3	7
Terms/Conditions of Employment*	15	17	12	6	17	0
Time and Attendance	10	4	6	2	2	3
Training	3	2	3	2	2	1
Other Terms/Conditions of Employment*	0	0	0	0	0	13
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 09-30
	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	232.55
Average number of days in final action	283.88	94.18	71.73	109.35	103.7	61.67
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	211.41	245.19	221.69	215.47	226.6	240.39
Average number of days in final action	56.0	81.33	39.89	35.25	59.0	28.54
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	223.08
Average number of days in final action	285.98	118.62	204.0	92.83	77.5	128.38

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	6	4	6	4	6	2
Average days pending prior to dismissal	63	45	266	144	116.29	105.5
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	4	5	6	3	8	8

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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		2	
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	2	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

** are reported under Other Disciplinary Actions.

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Findings Without Hearing	1		3		0		0		0		2	
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												
Reassignment: Denied/Directed	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	2	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	1	50
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	0	0
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 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	79	69	62	72	55	13
Total Complainants	67	63	55	63	47	12
Number complaints pending						
Investigation	0	0	1	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	1	2
Hearing	73	58	52	56	45	11
Final Agency Action	7	12	7	12	8	0
Appeal with EEOC Office of Federal Operations	48	53	56	56	4	30

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	4	1	0