		C	omparative	Data (Sec.	1614.705)	
Complaint Activity			Previous	Fiscal Year	Data	
29 CFR §1614.704 (a), (b), and (c)	2019	2020	2021	2022	2023	2024 10/1/23-6/30/24)
Number of Complaints Filed	2343	2489	2381	2664	2627	2421
Number of Complainants	2230	2373	2274	2540	2529	2361
Repeat Filers	110	112	100	116	82	52

Complaints by Basis		C	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (d)			Previous	Fiscal Year	r 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 10/1/23-6/30/24)
Race	862	880	881	900	965	800
Color	106	109	99	113	176	121
Religion	72	66	62	314	130	83
Reprisal	990	1085	1078	1080	1263	1043
Sex	620	623	637	681	719	660
Pregnancy Discrimination Act	17	15	17	24	29	27
National Origin	215	200	205	222	246	205
Equal Pay Act	22	19	24	2	1	18
Age	550	559	555	571	612	487
Disability	822	905	866	997	1004	833
GINA	4	5	3	9	7	5
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	r 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 10/1/23-6/30/24)
Appointment/Hire	55	65	50	68	61	53
Assignment of Duties	311	275	245	225	280	271
Awards	16	5	17	17	20	24
Conversion to Full-time	1	0	2	2	1	1
Disciplinary Action						
Demotion	23	23	22	22	20	16
Reprimand	110	112	106	70	64	59
Suspension	99	88	78	78	81	68
Removal	111	73	53	56	47	40
Warning	175	173	129	219	320	287
Duty Hours	97	106	76	100	113	103
Performance Evaluation/Appraisal	229	290	239	259	327	312
Examination/Test	1	2	0	4	4	1
Harassment						
Non-Sexual	1344	1584	1512	1710	1785	1560
Sexual	81	72	80	90	94	98
Medical Examination	12	12	4	8	16	9
Pay (Including Overtime)	128	161	148	179	198	197
Promotion/Non-Selection	333	344	317	308	326	248
Reassignment						
Denied	12	20	19	17	18	29
Directed	89	253	182	232	285	259
Reasonable Accommodation Disability	292	358	306	400	376	322
Reinstatement	1	2	0	2	2	2
Religious Accommodation	4	6	6	160	29	6
Retirement	104	43	34	38	45	2
Sex-Stereotyping	0	0	0	2	0	1
Telework	24	64	85	73	76	82
Termination	182	263	258	232	243	255
Terms/Conditions of Employment	36	38	34	25	36	37
Time and Attendance	344	408	373	360	472	415
Training	81	71	55	66	104	114
Other*	0	138	128	140	126	31

Processing Time		C	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 complete, respectively, investigation an final action for:	2019	2020	2021	2022	2023	2024 10/1/23-6/30/24)
Complaints pending (for any length of time) during fiscal yea	r					10/1/20 0/00/2 ./
Average number of days in investigation stage	133.2	122.4	124.3	229.4	203	218.9
Average number of days in final action stage	732.2	778.5	101.8	70.7	53.1	50
Complaints pending during fiscal year where hearing was requ	uested					
Average number of days in investigation stage	190.8	196.2	188.6	302.6	216.3	214.6
Average number of days in final action stage	9	13	6.5	6.6	5.2	4.6
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	216.1
Average number of days in final action stage	227	310	197.1	134.8	101	95.3

		C	omparative	Data (Sec.	1614.705)	
Complaints Dismissed by Agency			Previous	Fiscal Year	r Data	
29 CFR §1614.704 (g)	2019	2020	2021	2022	2023	2024 10/1/23-6/30/24)
Total Complaints Dismissed by Agency	500	498	543	463	432	340
Average days pending prior to dismissal	46	41.59	45.9	51.3	107	61.3

		C	omparative	Data (Sec.	1614.705)	
Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)			Previous	Fiscal Year	Data	
	2019	2020	2021	2022	2023	2024
	2019	2020	2021	2022	2023	10/1/23-6/30/24)
Total Complaints Withdrawn by Complainants	155	163	175	194	195	139

Total Final Actions Finding Discrimination		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
29 CFR §1614.704 (i)	20	19	202	20		2021	2022		20	23	202 (10/1/23-0		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	48	100%	69	100%	58	100%	55	100%	57	100%	67	100%	
Without Hearing	25	64%	35	51%	37	64%	35	64%	45	79%	55	82%	
With Hearing	23 59% 34 49% 21 36% 20 36% 12 21% 12 18										18%		

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)					(Comparative Data (Se Previous Fiscal Ye		5)				
Note: Complaints can be filed alleging multiple bases.	20	19	20	20		2021	20	22	20	23	2024 (10/1/23-6/30/24)	
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%	67	100%
Race	6	13%	15	22%	5	9%	4	7%	4	7%	8	12%
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%	31	46%
Sex	10	21%	14	20%	16	28%	15	27%	11	19%	10	15%
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%	2	3%
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%	3	4%
Disability	21	44%	27	39%	19	33%	26	47%	32	52%	31	46%
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 (Se Previous Fiscal Ye		5)				
Note: Complaints can be filed alleging multiple bases.	20	2019 2020				2021	20	22	20	23	2024 (10/1/23-6/30/24)	
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%	55	100%
Race	4	16%	5	14%	1	3%	2	6%	4	9%	5	9%
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%	21	38%
Sex	4	16%	7	20%	9	24%	6	17%	10	22%	9	16%
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%	1	2%
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%	2	4%
Disability	12	48%	15	43%	16	43%	19	54%	24	53%	28	51%
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					C	Comparative Data (Se)				
29 CFR §1614.704 (j)(3)						Previous Fiscal Y	ear Data					
Note: Complaints can be filed alleging multiple bases.	20	19	20	20		2021	202	22	202	23	2024 (10/1/23-6/30/24)	
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%	12	100%
Race	2	9%	10	29%	4	19%	2	10%	0	0%	3	25%
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%	10	83%
Sex	6	26%	7	21%	7	33%	9	45%	1	8%	3	25%
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	8%
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	8%
Disability	9	39%	12	35%	3	14%	7	35%	8	67%	3	25%
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%

					(Comparative Data (Se	ec. 1614.70	5)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Y	ear Data					
29 CFR §1614.704 (k)(1)	20	19	20	20		2021	20)22	2023		2024 (10/1/23-6/30/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	48	100%	69	100%	58	100%	55	100%	57	100%	67	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%	3	4%
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%	0	0%
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%	5	7%
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%	23	34%
Sexual	4	8%	6	9%	8	14%	7	13%	8	14%	5	7%
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%	2	3%
Promotion/Non-Selection	4	8%	14	20%	11	19%	2	4%	2	4%	5	7%
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%	0	0%
Reasonable Accommodation	10	21%	10	14%	11	19%	17	31%	17	30%	27	40%
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%	1	1%
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%	5	7%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	13	27%	20	29%	10	17%	11	20%	7	12%	23	34%

					(Comparative Data (Se	ec. 1614.70	5)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Ye	ear Data					
29 CFR §1614.704 (k)(2)	20	19	20	20		2021	20	022	202	23	202 (10/1/23-6	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	25	100%	35	100%	37	100%	35	100%	45	100%	55	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	4%
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%	2	4%
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%	3	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	5	20%	6	17%	3	8%	9	26%	9	20%	18	33%
Sexual	3	12%	6	17%	6	16%	3	9%	7	16%	5	9%
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%	2	4%
Promotion/Non-Selection	1	4%	6	17%	7	19%	0	0%	2	4%	5	9%
Reassignment												
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%	25	45%
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%	1	2%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	4%	0	0%	2	5%	3	9%	2	4%	3	5%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	28%	10	29%	9	24%	10	29%	6	13%	14	25%

	Comparative Data (Sec. 1614.705)												
Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Previous Fiscal Year Data												
	2019		2020		2021		2022		2023		2024 (10/1/23-6/30/24)		
	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	23	100%	34	100%	21	100%	20	100%	12	100%	12	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%	1	8%	
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%	2	17%	
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%	5	42%	
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%	0	0%	
Reasonable Accommodation	2	9%	4	12%	2	10%	5	25%	6	50%	2	17%	
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%	0	0%	
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%	2	17%	
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Other	6	26%	10	29%	1	5%	1	5%	1	8%	5	42%	

	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 10/1/23-6/30/24)			
Total complaints from previous Fiscal Years	3989	3907	3247	3171	3490	2649			
Total Complainants	3457	3395	2864	2837	3175	2573			
Number complaints pending									
Investigation	19	11	2	1	7	38			
ROI issued, pending Complainant's action	8	15	7	5	36	74			
Hearing	2844	2587	2237	1999	1970	1290			
Final Action	627	650	414	480	635	635			
Appeal with EEOC Office of Federal Operations	491	644	587	686	842	612			

		Comparative Data (Sec. 1614.705)							
Complaint Investigations	Previous Fiscal Year Data								
29 CFR §1614.704 (m)	2019	2020	2021	2022	2023	2024 10/1/23-6/30/24)			
Pending Complaints Where Investigations Exceeds Required Time Frames	83	40	40	13	2	18			