		(Comparativ	e Data (Sec	. 1614.705)	
Complaint Activity			Previou	ıs Fiscal Yea	ar Data	
29 CFR §1614.704 (a), (b), and (c)	2019	2020	2021	2022	2023	2024
Number of Complaints Filed	2642	2807	2601	2918	2864	3562
Number of Complainants	2514	2668	2478	2775	2756	3416
Repeat Filers	124	123	112	134	91	135

Complaints by Basis		(Comparativ	e Data (Sec	. 1614.705)	
29 CFR §1614.704 (d)			Previou	ıs Fiscal Yea	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
Race	995	997	967	994	1048	1160
Color	119	115	104	131	183	173
Religion	79	73	66	326	138	129
Reprisal	1129	1243	1178	1180	1351	1525
Sex	716	706	698	754	781	963
Pregnancy Discrimination Act	18	16	18	25	31	38
National Origin	238	221	213	234	255	290
Equal Pay Act	23	19	24	2	1	2
Age	632	643	618	635	664	707
Disability	967	1066	954	1110	1108	1284
GINA	6	5	3	10	7	7
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue		С	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (e)			Previous	s Fiscal Yea	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
Appointment/Hire	64	83	55	77	67	97
Assignment of Duties	356	298	254	242	301	396
Awards	18	5	18	17	20	29
Conversion to Full-time	1	0	2	2	1	2
Disciplinary Action						
Demotion	27	25	24	23	22	28
Reprimand	127	128	115	79	70	160
Suspension	110	93	80	86	90	118
Removal	126	90	58	61	52	66
Warning	202	199	147	233	342	388
Duty Hours	98	112	77	106	113	158
Performance Evaluation/Appraisal	265	328	272	284	353	460
Examination/Test	1	2	0	4	2	1
Harassment						
Non-Sexual	1518	1760	1633	1881	1905	2483
Sexual	88	83	86	95	98	151
Medical Examination	12	12	4	8	16	17
Pay (Including Overtime)	140	172	154	187	213	273
Promotion/Non-Selection	373	391	355	340	366	403
Reassignment						
Denied	16	20	23	22	22	49
Directed	100	258	187	239	292	422
Reasonable Accommodation Disability	355	427	331	445	418	526
Reinstatement	1	2	0	3	2	3
Religious Accommodation	6	6	6	163	30	13
Retirement	116	48	41	48	49	4
Sex-Stereotyping	0	0	0	3	0	2
Telework	36	77	89	82	82	119
Termination	192	291	280	247	262	401
Terms/Conditions of Employment	39	45	36	26	38	158
Time and Attendance	381	446	389	391	507	602
Training	100	85	60	71	111	178
Other*	0	160	143	146	134	142

Processing Time 29 CFR §1614.704(f)		C	omparativ	e Data (Sec	. 1614.705)	
29 CFR 91614.704(I)			Previou	s Fiscal Yea	r 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	2024
Complaints pending (for any length of time) during fiscal year	ar					
Average number of days in investigation stage	135.9	126.2	123.5	225.8	202.8	221.7
Average number of days in final action stage	728.9	781.7	103.0	72.6	52.7	48.1
Complaints pending during fiscal year where hearing was rec	quested					
Average number of days in investigation stage	190.7	195	187.4	306.5	214.3	220.7
Average number of days in final action stage	8	7	6.5	6.8	5.1	4.5
Complaints pending during fiscal year where hearing was no	t requested					
Average number of days in investigation stage	206.7	202.3	198.2	241.9	200.6	223.7
Average number of days in final action stage	222	310	199.5	138.3	100.3	91.7

Complaints Dismissed by Agency		(Comparativ	e Data (Sec	. 1614.705)				
Complaints Dismissed by Agency 29 CFR §1614.704 (g)			Previou	ıs Fiscal Yea	ar Data				
	2019	2019 2020 2021 2022 2023 2024							
Total Complaints Dismissed by Agency	574	572	595	511	474	485			
Average days pending prior to dismissal	46.7	40.9	46.1	61.9	106.1	92.6			

Complaints Withdrawn by Complainants		(Comparativ	e Data (Sec	. 1614.705)					
29 CFR §1614.704 (h)	Previous Fiscal Year Data									
	2019	2020	2021	2022	2023	2024				
Total Complaints Withdrawn by Complainants	174	188	197	215	218	218				

Total Final Actions Finding Discrimination					(Comparative Data (Se Previous Fiscal Ye)				
29 CFR §1614.704 (i)	2019		2020		2021		2022		20	23	202	4
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	56	100%	73	100%	65	100%	63	100%	62	100%	92	100%
Without Hearing	29	52%	36	49%	44	68%	38	60%	49	79%	77	84%
With Hearing	27	48%	37	51%	21	32%	25	40%	13	21%	15	16%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)					(Comparative Data (Se Previous Fiscal Ye)				
Note: Complaints can be filed alleging multiple bases.	2020	2020 2021					2023		2023		202	24
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	56	100%	73	100%	65	100%	63	100%	62	100%	92	100%
Race	6	11%	17	23%	5	8%	4	6%	5	8%	13	14%
Color	0	0%	2	3%	1	2%	2	3%	0	0%	0	0%
Religion	3	5%	3	4%	0	0%	1	2%	2	3%	0	0%
Reprisal	17	30%	31	42%	27	42%	26	41%	19	31%	45	49%
Sex	12	21%	15	20%	16	25%	18	29%	11	18%	18	20%
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%	2	3%	2	2%
Equal Pay Act	0	0%	1	1%	0	0%	2	3%	0	0%	0	0%
Age	1	2%	5	7%	3	5%	2	3%	3	5%	3	3%
Disability	25	45%	28	38%	24	37%	31	49%	36	58%	42	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)					ı	Comparative Data (Se Previous Fiscal Ye)				
Note: Complaints can be filed alleging multiple bases.	2019		2020		2021		2022		2023		2024	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	29	100%	36	100%	44	100%	38	100%	49	100%	77	100%
Race	4	14%	5	14%	1	2%	2	5%	5	10%	9	12%
Color	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	2	5%	0	0%	0	0%	1	2%	0	0%
Reprisal	8	28%	14	39%	15	34%	14	37%	15	31%	31	40%
Sex	5	17%	7	19%	9	20%	7	18%	10	20%	15	19%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	2	7%	1	3%	1	2%	0	0%	1	2%	1	1%
Equal Pay Act	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	3	6%	2	3%
Disability	14	48%	16	43%	21	48%	20	53%	27	55%	39	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 29 CFR §1614.704 (j)(3)		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.	2020		2021		2022		20)23	2023		2024		
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	27	100%	37	100%	21	100%	25	100%	13	100%	15	100%	
Race	2	7%	12	32%	4	19%	2	8%	0	0%	4	27%	
Color	0	0%	0	0%	1	5%	2	8%	0	0%	0	0%	
Religion	3	11%	1	3%	0	0%	1	4%	1	8%	0	0%	
Reprisal	9	33%	17	46%	12	57%	12	48%	4	31%	14	93%	
Sex	7	26%	8	22%	7	33%	11	44%	1	8%	3	20%	
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
National Origin	0	0%	2	5%	0	0%	1	4%	0	0%	1	7%	
Equal Pay Act	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	
Age	1	4%	5	14%	3	14%	2	8%	0	0%	1	7%	
Disability	11	41%	12	32%	3	14%	11	44%	9	69%	3	20%	
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	c. 1614.705)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Ye	ar Data					
29 CFR §1614.704 (k)(1)	20	19	20	20		2021	20	22	2023		2024	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	56	100%	73	100%	65	100%	63	100%	62	100%	92	100%
Appointment/Hire	0	0%	1	1%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	2%	5	7%	1	2%	3	5%	1	2%	5	5%
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%	4	5%	0	0%	0	0%	0	0%	0	0%
Removal	1	2%	3	4%	1	2%	1	2%	0	0%	0	0%
Warning	0	0%	7	9%	1	2%	2	3%	2	3%	6	7%
Duty Hours	0	0%	2	3%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	5%	7	9%	3	5%	0	0%	3	5%	7	8%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment							•					
Non-Sexual	13	23%	21	28%	15	23%	21	33%	16	26%	35	38%
Sexual	6	11%	6	8%	8	12%	8	13%	8	13%	9	10%
Medical Examination	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	4%	1	1%	4	6%	4	6%	0	0%	2	2%
Promotion/Non-Selection	5	9%	16	22%	11	17%	2	3%	2	3%	6	7%
Reassignment							•					
Denied	0	0%	2	3%	0	0%	0	0%	0	0%	0	0%
Directed	4	7%	3	4%	1	2%	1	2%	1	2%	5	5%
Reasonable Accommodation	15	27%	11	15%	16	25%	20	32%	22	35%	35	38%
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	3	5%	2	3%	4	6%	4	6%	3	5%	6	7%
Terms/Conditions of Employment	3	5%	2	3%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	3	5%	1	1%	4	6%	6	10%	2	3%	6	7%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
Other	14	25%	20	27%	10	15%	11	17%	7	11%	17	18%

					(Comparative Data (Se	c. 1614.705)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Ye	ar Data					
29 CFR §1614.704 (k)(2)	20:	19	20	20		2021	20	22	20	23	202	24
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	29	100%	36	100%	44	100%	38	100%	49	100%	77	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	3%	1	3%	0	0%	2	5%	1	2%	4	5%
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	2%	1	3%	0	0%	0	0%
Suspension	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Removal	1	3%	2	5%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	2	5%	1	2%	1	3%	2	4%	4	5%
Duty Hours	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	10%	2	5%	1	2%	0	0%	3	6%	5	6%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	6	21%	6	16%	4	9%	9	24%	10	20%	29	38%
Sexual	4	14%	6	16%	6	14%	4	11%	7	12%	9	12%
Medical Examination	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	1	2%	3	8%	0	0%	2	3%
Promotion/Non-Selection	2	7%	6	16%	7	16%	0	0%	2	4%	6	8%
Reassignment			<u> </u>	<u> </u>	<u> </u>							
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	3	10%	0	0%	0	0%	0	0%	1	2%	2	3%
Reasonable Accommodation	11	38%	7	19%	14	32%	13	34%	14	29%	33	43%
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	1	3%	2	5%	0	0%	0	0%	1	2%	5	6%
Terms/Conditions of Employment	1	3%	0	0%	0		0	0%	0	0%	0	0%
Time and Attendance	2	7%	0	0%	2	5%	3	8%	2	4%	4	5%
Training	0	0%	0	0%	0		0	0%	0	_	1	1%
Other	8	28%	10	28%	9	20%	10	26%	6	12%	14	18%

	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	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	27	100%	37	100%	21	100%	25	100%	13	100%	15	100%
Appointment/Hire	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	4	11%	1	5%	1	4%	0	0%	2	13%
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%	3	8%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	1	3%	1	5%	1	4%	0	0%	0	0%
Warning	0	0%	5	14%	0	0%	1	4%	0	0%	2	13%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	5	14%	2	10%	0	0%	0	0%	2	13%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	7	26%	15	41%	11	52%	12	48%	6	46%	6	40%
Sexual	2	7%	0	0%	2	10%	4	16%	1	8%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	7%	1	3%	3	14%	1	4%	0	0%	0	0%
Promotion/Non-Selection	3	11%	10	27%	4	19%	2	8%	0	0%	0	0%
Reassignment									•			
Denied	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%
Directed	1	4%	3	8%	1	5%	1	4%	0	0%	4	27%
Reasonable Accommodation	4	15%	4	11%	2	10%	7	28%	7	54%	2	13%
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	2	7%	0	0%	4	19%	4	16%	2	15%	1	7%
Terms/Conditions of Employment	2	7%	2	5%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	4%	1	3%	2	10%	3	12%	0	0%	2	13%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	6	22%	10	27%	1	5%	1	4%	1	8%	2	13%

Danding Complaints Filed in Dravious Fiscal Veges by	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data							
Pending Complaints Filed in Previous Fiscal Years by								
Status29 CFR §1614.704 (I)	2019	2020	2021	2022	2023	2024		
Total complaints from previous Fiscal Years	4562	4458	3680	3553	3851	2566		
Total Complainants	3955	3878	3255	3177	3509	2485		
Number complaints pending								
Investigation	24	16	3	4	7	10		
ROI issued, pending Complainant's action	11	17	8	6	37	35		
Hearing	3236	2934	2523	2214	2161	1214		
Final Action	714	731	468	536	684	574		
Appeal with EEOC Office of Federal Operations	576	759	678	793	962	733		

Complaint Investigations 29 CFR §1614.704 (m)		Comparative Data (Sec. 1614.705)							
		Previous Fiscal Year Data							
		2020	2021	2022	2023	2024			
Pending Complaints Where Investigations Exceeds	97	52	42	15	2	2			
Required Time Frames	97	52	43	15	2	2			