

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

## USSS (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	45	39	28	21	29	26
Number of Complainants	41	38	22	19	28	25
Repeat Filers	4	0	3	1	1	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	2023Thru09-30
Race	22	14	16	10	14	11
Color	5	4	3	2	6	6
Religion	0	2	0	0	4	2
Reprisal	25	17	15	11	12	6
Sex	13	8	7	7	10	16
PDA	0	0	0	0	1	0

National Origin	1	2	2	4	4	3
Equal Pay Act	0	0	0	0	0	0
Age	8	6	5	4	7	7
Disability	6	9	4	5	5	4
Genetics	0	0	1	0	1	0
Non-EEO	1	2	3	1	1	3
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 09-30</b>
<b>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.</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	4	0	1	0	0	0
Assignment of Duties*	1	3	1	2	0	0
Awards	0	1	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand**	0	0	0	1	0	0
Suspension	3	4	0	1	0	0
Removal	0	0	0	0	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0

Duty Hours*	2	1	1	0	0	0
Perf. Eval./ Appraisal	8	5	4	4	1	0
Examination/Test	2	0	0	0	2	0
<b>Harassment</b>						
Non-Sexual	13	12	18	9	19	14
Sexual	3	1	2	0	2	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	0	0	0	0
Promotion/Non-Selection	10	11	4	4	2	5
<b>Reassignment</b>						
Denied	1	1	0	0	0	0
Directed	5	1	0	0	0	0
Reasonable Accommodation Disability	1	0	0	1	0	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	1	0	0	0	0	0
Telework	1	0	0	0	1	0
Termination	3	1	2	2	1	3
Terms/Conditions of Employment*	6	1	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	1	3	0	1	2	2
Other Terms/Conditions of Employment*	0	0	0	0	0	1
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0

User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru09-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Complaints pending during fiscal year						
Average number of days in investigation	147.58	190.47	213.96	176.17	169.45	159.67
Average number of days in final action	45.75	117.62	149.65	195.24	89.00	37.45
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	143.71	186.23	240.18	189.65	126.50	181.85
Average number of days in final action	20.50	41.56	82.18	57.31	30.28	25.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	157.89	198.25	194.73	157.08	138.29	102.00
Average number of days in final action	71.00	227.00	340.83	307.31	191.30	47.83
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru09-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total Complaints Dismissed by Agency	2	3	3	4	1	1
Average days pending prior to dismissal	122	144	225	319	112	68
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	2	5	2	0	3	0

















User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2023Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total complaints from previous Fiscal Years	44	20	42	27	6	8						
Total Complainants	42	19	39	22	5	7						
<b>Number complaints pending</b>												
Investigation	0	0	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	38	15	31	20	6	6						
Final Agency Action	6	5	11	8	0	2						
Appeal with EEOC Office of Federal Operations	9	0	11	19	13	6						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2023Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	2						