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

## CISA (and below)

		<b>Comparative Data</b>												
<b>Complaint Activity</b>	P	reviou	s Fisca	l Year	Data		023Thru09-30							
	2018	2019	202	0 202	21 20		023111109-30							
Number of Complaints Filed	16	11	16	13	3 1	4	19							
Number of Complainants	15	15 11 16 12 14					19							
Repeat Filers	1	1 0 0 1 0					0							
				Com	parati	ve Dat	ta							
Complaints by Basis		Pre	vious 1	Fiscal	Year I	Data								
Note: Complaints can be filed alleging multiple bases. The su the bases may not equal total complaints filed.	m of	2018	2019	2020	2021	2022	2023Thru09- 30							
Race		5	6	7	6	6	7							
Color		0	4	5	4	3	3							
Religion		0	1	2	2	1	1							
Reprisal		7	7	9	9	11	13							
Sex		4	3	7	4	5	9							
PDA		0	0	1	0	0	0							
National Origin		0 0 3 4 1 8					8							

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

Equal Pay Act	0	0	0	1	0	0
Age	5	3	2	4	6	6
Disability	8	6	8	4	6	8
Genetics	0	2	0	0	0	0
Non-EEO	0	0	1	0	2	0
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious	Fiscal	Year D	ata	
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.	2018	2019	2020	2021	2022	2023Thru09- 30
Appointment/Hire	0	1	0	1	2	4
Assignment of Duties*	0	0	5	3	0	0
Awards	1	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand**	1	0	1	0	0	0
Suspension	2	1	3	3	2	1
Removal	0	0	0	0	0	1
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	4	6
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	0	0	0	0
Perf. Eval./ Appraisal	2	1	5	2	7	8
Examination/Test	0	0	0	0	0	0

Harassment						
Non-Sexual	9	3	8	9	9	10
Sexual	0	0	1	1	1	1
Medical Examination	0	0	0	0	0	1
Pay including overtime	0	2	1	1	1	2
Promotion/Non-Selection	2	2	4	3	6	1
Reassignment						
Denied	1	0	0	0	1	1
Directed	1	1	0	2	4	4
Reasonable Accommodation Disability	2	3	0	1	4	3
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	1	0	2	1
Termination	1	2	2	1	2	2
Terms/Conditions of Employment*	2	0	0	1	0	0
Time and Attendance	1	1	6	3	2	1
Training	0	0	2	0	2	4
Other Terms/Conditions of Employment*	0	0	0	0	6	4
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

				Com	par	ative	Data	
<b>Processing Time</b>	l	Previou	ıs Fi	scal Y	lea	r Data	a	2023Thru09-
	2018	2019	2	2020	2	021	2022	30
Complaints pending during	fiscal yea	r						
Average number of days in investigation	201.60	243.3	1 22	21.00	27	70.25	287.00	241.69
Average number of days in final action	115.40	33.33	8 1:	58.14	21	17.43	350.33	34.15
Complaint pending during f	iscal year	where	hear	ing w	as 1	reques	ted	·
Average number of days in investigation	194.12	261.3	3 2	17.33	29	90.60	341.43	250.50
Average number of days in final action	39.00	33.33	8 7	2.80	4	0.50	35.00	27.33
Complaint pending during f	iscal year	where	hear	ing w	as 1	not rec	juested	
Average number of days in investigation	231.50	227.8	6 23	32.00	23	36.33	191.75	215.25
Average number of days in final action	421.00	0	37	71.50	28	38.20	508.00	49.50
				(	Con	ipara	tive Dat	a
Complaints Dismissed by	Agency	Pre	viou	s Fise	cal `	Year l	Data	2023Thru09-
		2018	201	9 20	20	2021	2022	30
Total Complaints Dismissed Agency	l by	0	1		1	1	3	0
Average days pending prior dismissal	to	0	22	1 7	96	216	169	0
Comj	olaints W	ithdra	wn b	y Co	mp	lainar	its	
Total Complaints Withdraw Complainants	n by	0	0		1	3	1	1

					(	Com	pai	ativ	e D	Data			
<b>Total Final Agency Actions</b>		Pro	evi	ous	Fis	cal Y	lea	r Da	ata		20237	Thru09-	
Finding Discrimination	2	2018	2	019	2	020	2	021	2	022		30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		0		0		0		0		
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0	
Findings of Discrimination													
<b>Rendered by Basis</b>	Previous Fiscal Year Data							2023	Fhru09-				
Note: Complaints can be filed	2018 2019 2020 2021 2022				30								
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		0		0		1		0		
Race	0	0	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	1	100	0	0	
Genetics	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 0		
Findings After Hearing	0		0		0		0		0		0		
Race	0	0	0	0	0	0	0	0	0	0	0	0	

0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
				1							1
1		0		0		0		1		0	
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
1	100	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	1	100	0	0
								-			I
0	0	0	0	0	0	0	0	0	0	0	0
	0 0 0 0 0 0 0 0 0 1 0 0 0 1 0 0 0 0 0 0	0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           1         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0	0         0           0         0	Image         Image <th< td=""><td>Image         Image         <th< td=""><td>Image: constraint of the sector of</td><td>Image: constraint of the sector of</td><td>I         <thi< th="">         I         I         <thi< th=""></thi<></thi<></td><td>I         <thi< th="">         I         <thi< th=""> <thi< th=""></thi<></thi<></thi<></td><td><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math>001100000000000011000000000000011000000000000011000000000000011000<td>I         I</td></td></th<></td></th<>	Image         Image <th< td=""><td>Image: constraint of the sector of</td><td>Image: constraint of the sector of</td><td>I         <thi< th="">         I         I         <thi< th=""></thi<></thi<></td><td>I         <thi< th="">         I         <thi< th=""> <thi< th=""></thi<></thi<></thi<></td><td><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math><math>\cdot</math>001100000000000011000000000000011000000000000011000000000000011000<td>I         I</td></td></th<>	Image: constraint of the sector of	Image: constraint of the sector of	I         I <thi< th="">         I         I         <thi< th=""></thi<></thi<>	I         I <thi< th="">         I         <thi< th=""> <thi< th=""></thi<></thi<></thi<>	$\cdot$ $\cdot$ $\cdot$ $\cdot$ $\cdot$ $\cdot$ $\cdot$ $\cdot$ $\cdot$ 001100000000000011000000000000011000000000000011000000000000011000 <td>I         I</td>	I         I

Starting in FY2022, issues marked with:\* are reported under Other Terms / Conditions of Employment.\*\* are reported under Other Disciplinary Actions.

					(	Com	pai	rativ	ve I	Data		
Findings of Discrimination		Pr	evi	ous	Fis	cal Y	Yea	r Da	ata		2023	Fhru09-
Rendered by Issue	2	018	20	)19	2(	)20	20	)21	2022		30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		1		0	
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						<u>.</u>		<u>.</u>		-	-	·
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	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
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										-		
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	1	100	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	0	0	0	0	0	0	0	0	1	100	0	0
Disability												
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	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
Findings After Hearing	0		0		0		0		0		0	
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											1	1
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	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
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										·		
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0
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	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
User Defined - Other 4		0	0		0	U		U		U		0
Findings Without Hearing	1		0		0		0		1		0	
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	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	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
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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	1	100	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

Hearing			18	1	7	9		8		13		5
											1	
ROI issued, pending Complainant's action		0		(	)	0		0		0		0
Investigation			1		[	0		0		0		0
Number complaints pending											1	
Total Complainants			16		2	15	5	11		14		5
Total complaints from previous Fiscal Years			18	2	6	16	5	11		15	5	
Trevious riscar rears by Sta	lus	2	2018	20	19	202	20	202	1	2022		30
Pending Complaints Filed i Previous Fiscal Years by Sta			Pre	evio	us I	Fisca	al Y	lear	D٤	nta	2023	Chru09-
						С	omj	para	itiv	e Dat	ta	
User Defined - Other 4*	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 2*	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
Other Terms/Conditions of Employment*	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
Time and Attendance	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
Termination	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
Sex-Stereotyping	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
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	100	0	0

Appeal with EEOC Office of Federal Operations	0	0	2	2	2	0
			Com	parati	ve Dat	a
<b>Complaint Investigations</b>	Pre	vious 1	Fiscal `	ata	2023Thru09-	
	2018	2019	2020	2021	2022	30
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	1	2	0	0