Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: DLA (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

Complaint Activity

Complaints per Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 03-31
Number of Complaints Filed	123	117	157	155	113	51
Number of Complainants	114	116	154	148	109	49
Repeat Filers	5	1	3	7	3	2

Complaints by Basis

Complaints per Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 03-31
Race	50	46	75	65	51	24
Color	23	22	35	18	24	13
Religion	3	1	7	1	2	4
Reprisal	54	52	71	66	53	27
Sex	39	59	75	73	40	24
PDA	1	0	1	1	1	0
National Origin	10	18	15	6	5	2
Equal Pay Act	1	0	0	0	0	0
Age	41	34	37	49	29	16
Disability	44	48	61	64	48	11
Genetics	0	1	0	0	0	1
Non-EEO	2	1	1	0	0	0

Complaints by Issue

Complaints per Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 03-31
Appointment/Hire	11	9	10	6	10	3
Assignment of Duties	14	11	13	10	8	7
Awards	3	4	4	7	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	2	2	2	1
Reprimand	2	3	4	6	2	2
Suspension	5	4	5	9	7	2
Removal	2	2	8	11	9	4
Other	0	0	0	0	1	0
Duty Hours	3	3	2	2	1	0
Perf. Eval./ Appraisal	4	10	11	7	11	6
Examination/Test	2	0	0	0	0	0
Harassment						
Non-Sexual	37	55	64	59	47	17
Sexual	6	5	3	4	3	3
Medical Examination	1	3	1	2	0	1
Pay including overtime	1	2	1	2	3	0
Promotion/Non-Selection	24	31	26	26	19	7
Reassignment						
Denied	0	2	3	2	1	0
Directed	4	8	14	10	0	1
Reasonable Accommodation Disability	8	10	11	13	10	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement	1	0	2	1	3	0
Sex-Stereotyping	2	0	0	0	0	0
Telework	4	1	7	3	1	1
Termination	7	9	20	17	7	1
Terms/Conditions of Employment	9	6	9	12	5	2
Time and Attendance	9	10	12	6	9	6
Training	2	9	5	1	1	1
Other	_	1	1			
User Defined - Other 1	1	0	1	1	0	1
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

Processing Time

1 Tuccasing Time						
Complaints per Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 03- 31
Complaints pending during fiscal year						
Average number of days in investigation	205.21	226.99	244.62	221.91	210.72	148.27
Average number of days in final action	140.92	114.38	110.31	120.32	112.97	294.79
Complaint pending during fiscal year wh	ere hear	ring was	reques	ted		
Average number of days in investigation	210.19	234.54	245.79	220.20	192.74	162.27
Average number of days in final action	69.46	57.17	45.10	71.28	46.66	46.32
Complaint pending during fiscal year wh	ere hear	ring was	not req	uested		
Average number of days in investigation	196.41	218.94	242.89	224.09	214.18	130.76
Average number of days in final action	221.04	201.68	213.15	284.00	173.24	468.91

Complaints Dismissed by Agency

Complaints per Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 03- 31
Total Complaints Dismissed by Agency	9	12	29	24	23	3
Average days pending prior to dismissal	87.89	33	335.24	152.58	100.13	13.33
Complaints With	hdraw	n by (Compla	inants		
Total Complaints Withdrawn by Complainants	17	16	14	12	16	6

Total Final Agency Actions Finding Discrimination

Compleints non Fiscal Voca	20)17	2018		2019		2020		2021		2022 Thru 03-31	
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		2		1		0		0	
Without Hearing	0	0	1	100	1	50	0	0	0	0	0	0
With Hearing	0	0	0	0	1	50	1	100	0	0	0	0

Findings of Discrimination Rendered by Basis

Total Number Findings

C I' F' IV	20	17	2	018	2	019	2	2020	20)21	2022 Thru 03-	
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		2		1		0		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	0	0	0	0	1	50	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	1	100	2	100	1	100	0	0	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

Findings After Hearing

Complaints per Fiscal Year		2017		2018		2019		2020	20)21	2022 Thru 03-31		
Compiaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	0		0		1		1		0		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	0	0	0	0	1	100	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	1	100	1	100	0	0	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	

Findings Without Hearing

Complaints por Fiscal Voor		2017		2018		2019		2020)21	2022 Thru 03-31	
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0		1		1		0		0		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	0	0	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	1	100	1	100	0	0	0	0	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

Findings of Discrimination Rendered by Issue Total Number Findings

Complaints per Fiscal Year	Total Number Findings	21)17	1	018	2	019	2	020	20	121	2022 Т	hru 03 31
Total Number Findings	Complaints per Fiscal Year			-									
Appointment/Hire	Total Number Findings	-	70		/0		70		/0		/0		70
Assignment of Duties		-	0	-	0		0		0		Λ		0
Awards		+		+		-							
Conversion to Full Time/Perm Status				-									
Disciplinary Action Demotion O O O O O O O O O		+		-									
Demotion		0	0	U	0	0	U	U	0	U	0	0	0
Reprimand		Τ.						<u> </u>					
Suspension		-		+									
Removal				1									
Other 0 <td></td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>				-									
Duty Hours		0	0	-	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal 0	Other	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	Duty Hours	0	0	-	0	0	0	0	0	0	0	0	0
Harassment	Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual 0 <td>Harassment</td> <td></td>	Harassment												
Medical Examination 0 0 0 0 1 50 0 0 0 0 Pay including overtime 0	Non-Sexual	0	0	1	100	1	50	0	0	0	0	0	0
Pay including overtime 0	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection 0 0 1 100 0 <td>Medical Examination</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>50</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Medical Examination	0	0	0	0	1	50	0	0	0	0	0	0
Reassignment Denied 0	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied 0 <td>Promotion/Non-Selection</td> <td>0</td> <td>0</td> <td>1</td> <td>100</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0
Directed 0<	Reassignment	ı					•						1
Reasonable Accommodation Disability 0 0 0 1 50 1 100 0 0 0 Reinstatement 0 <t< td=""><td>Denied</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement 0 <	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation 0	Reasonable Accommodation Disability	0	0	0	0	1	50	1	100	0	0	0	0
Retirement 0	Reinstatement	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 0 0 0 0 0 0 0 Sex-Stereotyping 0 0 0 0 0 0 0 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 0 0 0 0 0 0 0	Religious Accommodation	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	0
Telework 0<	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Termination 0 <th< td=""><td></td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>		0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment 0 <td< td=""><td></td><td>-</td><td></td><td>1</td><td></td><td></td><td></td><td></td><td></td><td></td><td>0</td><td></td><td></td></td<>		-		1							0		
Time and Attendance 0 0 0 0 0 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 0 0 0 0 0 0 0 Other - User Define User Defined - Other 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		-		-							0	0	
Training 0<		-		1									
Other - User Define User Defined - Other 1 0 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		1	L	ľ	<u> </u>	L	L	L	<u> </u>	L			l
		0	0	0	0	0	0	0	0	0	0	0	0
		-		1									
User Defined - Other 3		+		-							_	_	
User Defined - Other 4		-		1									

Findings After Hearing

Findings After Hearing	20)17	20	18	2	019	2	020	20	21	2022 T	hru 03-31
Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0	70	0	70	1	70	1	70	0	70	0	70
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	U	v	U	U	U	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours Part First / Americal	-		0	0	0	0		0	0	0	0	0
Perf. Eval./ Appraisal Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
	0	U	U	U	U	U	U	U	U	U	U	U
Harassment	Τ_0	_		0	1	100	_	0		0	0	0
Non-Sexual	0	0	0	0	1		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												Ι .
Denied	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	1	100	1	100		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 - User Define		1										
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 Without Hearing

Price Pric	Findings Without Hearing	1		1									
Findings Without Haring	Fiscal Year	-		 		-	1		1				
Appointment/Hire		#	%	#	%	#	%	#	%	#	%	#	%
Assignment of Duties	Findings Without Hearing	0		1		1		0		0		0	
Awards	Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Demotion to Full Time/Perm Status	Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action Demotion O O O O O O O O O	Awards	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	Disciplinary Action												
Suspension	Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Removal	Reprimand	0	0	1	100	0	0	0	0	0	0	0	0
Other 0 <td>Suspension</td> <td>0</td>	Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours Q	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	Other	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual 0 <td>Harassment</td> <td>•</td> <td></td> <td>•</td> <td></td> <td></td> <td></td> <td>•</td> <td></td> <td></td> <td></td> <td></td> <td></td>	Harassment	•		•				•					
Medical Examination 0 0 0 0 1 100 0	Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Pay including overtime 0	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection 0 0 1 100 0 <td>Medical Examination</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>100</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Medical Examination	0	0	0	0	1	100	0	0	0	0	0	0
Denied 0 <td>Pay including overtime</td> <td>0</td>	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied 0 <td>Promotion/Non-Selection</td> <td>0</td> <td>0</td> <td>1</td> <td>100</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0
Directed 0<	Reassignment	•		•				•					
Reasonable Accommodation Disability 0	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement 0 <	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation 0 <td>Reasonable Accommodation Disability</td> <td>0</td>	Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Retirement 0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping 0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination 0 <th< td=""><td>Sex-Stereotyping</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment 0 <th< td=""><td>Telework</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Telework	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 0 0 0 0 0 0 0	Termination	0	0	0	0	0	0	0	0	0	0	0	0
Training 0<	Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define User Defined - Other 1 0	Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1 0 <td>Training</td> <td>0</td>	Training	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2 0 <td>Other - User Define</td> <td>•</td> <td>•</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td>	Other - User Define	•	•									-	
User Defined - Other 3 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 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 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 03-31				
Total complaints from previous Fiscal Years	118	123	109	129	140	148				
Total Complainants	110	111	102	128	131	142				
Number complaints pending										
Investigation	9	10	6	5	7	7				
ROI issued, pending Complainant's action	0	0	0	0	2	0				
Hearing	109	107	84	88	84	97				
Final Agency Action	10	16	24	42	54	47				
Appeal with EEOC Office of Federal Operations	29	16	23	26	29	37				

Complaint Investigations

Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 03-31
Pending Complaints Where Investigations Exceed Required Time Frames	11	17	17	15	7	5

Note: Complaints can be filed alleging multiple bases.

The sum of the bases may not equal total complaints filed.

The sum of the bases may not equal total complaints and findings.