

No FEAR Act FY24 Q2 Report

In FY22 and FY23, OEEO had reported "Complaints by Basis" and "Complaints by Issue" using the number of alleged incidents rather than the number of alleged cases. Upon further review, OEEO has revised its FY22 and FY23 data to report "Complaints by Basis" and "Complaints by Issue" using the number of alleged cases, therefore ensuring compliance with EEOC regulations and consistency with the reporting method used by OEEO in all other Fiscal Years.

Comparative Data	Previous Fiscal Year Data					
Complaint Activity	2019	2020	2021	2022	2023	2nd Qtr 2024
Number of Complaints Filed	25	31	48	102	65	40
Number of Complainants	24	31	47	100	63	38
Repeat Filers	1	0	1	2	2	2

Comparative Data	Previous Fiscal Year Data					
Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2019	2020	2021	2022	2023	2nd Qtr 2024
Race	4	8	20	12	12	12
Color	0	5	4	5	5	4
Religion	0	1	3	46	10	6
Reprisal	16	21	22	24	42	23
Sex	9	15	18	18	37	17
Pregnancy Discrimination Act	0	0	2	3	1	1
National Origin	4	2	5	7	17	7
Equal Pay Act	0	0	0	1	1	0
Age	7	6	7	8	17	8
Disability	13	8	7	67	22	18
Genetic Information Non-Disclosure	0	2	0	0	1	1
Non-EEO	0	1	0	0	0	0

Comparative Data	Previous Fiscal Year Data					
Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2019	2020	2021	2022	2023	2nd Qtr 2024
Appointment/Hire	2	1	1	2	3	0
Assignment of Duties	9	13	8	9	20	7
Awards	3	0	3	0	3	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	5	2	1	6	7	5
Removal	4	5	2	6	2	2
Suspension	0	1	0	1	0	0
Letter of Warning	1	1	5	2	4	1

Other	0	0	0	0	0	0
Duty Hours	2	1	0	1	1	0
Evaluation Appraisal	17	9	8	9	15	5
Examination/Test	0	1	0	0	0	1
Harassment						
Non-Sexual	15	18	20	84	56	31
Sexual	0	6	2	1	6	3
Medical Examination	4	2	0	0	1	0
Pay (Including Overtime)	1	1	2	0	2	2
Promotion/Non-Selection	11	5	13	7	15	3
Reassignment						
Denied	5	7	5	1	2	0
Directed	4	2	0	5	2	1
Reasonable Accommodation	1	5	1	7	4	6
Reinstatement	0	0	0	1	0	0
Religious Accommodation	0	0	0	37	0	0
Retirement	1	0	1	0	1	0
Sex-StereoTyping	0	1	0	0	0	0
Telework	0	0	0	0	0	0
Termination	3	2	4	3	8	4
Terms/Conditions of Employment	13	5	10	59	22	17
Time and Attendance	4	0	4	4	2	1
Training	1	7	2	7	4	3
Other	0	13	0	0	1	0

Comparative Data	Previous Fiscal Year Data					
Processing Time	2019	2020	2021	2022	2023	2nd Qtr 2024
Complaints pending during fiscal year						
Average number of days in investigation stage	436	390	343	255	248	273
Average number of days in final action stage	57	71	80	50	51	43
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	397	373	370	277	243	289
Average number of days in final action stage	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	508	312	311	228	231	255
Average number of days in final action stage	58.5	90	85	59	57	50

Comparative Data	Previous Fiscal Year Data					
Complaints Dismissed by Agency	2019	2020	2021	2022	2023	2nd Qtr 2024
Total Complaints Dismissed by Agency	3	6	11	5	3	6
Average days pending prior to dismissal	35	66	49	22	27	28

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing													
Race	0	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	0
Religion	0	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	0
Sex	1	100%	0	0	0	0	0	0	0	0	0	0	0
Pregnancy Discrimination Act	0	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	0
Equal Pay Act	0	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	0
Disability	1	100%	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	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 Without Hearing													
Race	0	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	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100%	1	100%	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0	0
Pregnancy Discrimination Act	0	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	0
Equal Pay Act	0	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	0
Disability	0	0	1	100%	1	100%	0	0	2	100%	1	100%	0
Genetic Information	0	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

Comparative Data	Previous Fiscal Year Data											
Findings of Discrimination Rendered by Issue	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024#	2024%
Total Number Findings												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	100%	1	33.33%	0	0
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	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
Disciplinary Warning	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
Evaluation/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	1	100%	0	0	1	100%	1	100%	1	33.33%	0	0

