

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

## CISA (and below)

For 3rd Quarter 2023 for period ending June 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	16	11	16	13	14	14
Number of Complainants	15	11	16	12	14	14
Repeat Filers	1	0	0	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	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>						
Race	5	6	7	6	6	5
Color	0	4	5	4	3	2
Religion	0	1	2	2	1	1
Reprisal	7	7	9	9	11	11
Sex	4	3	7	4	5	8
PDA	0	0	1	0	0	0
National Origin	0	0	3	4	1	6

Equal Pay Act	0	0	0	1	0	0
Age	5	3	2	4	6	4
Disability	8	6	8	4	6	6
Genetics	0	2	0	0	0	0
Non-EEO	0	0	1	0	2	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 06-30</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	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
<b>Disciplinary Action</b>						
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	5
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	0	0	0	0
Perf. Eval./ Appraisal	2	1	5	2	7	5
Examination/Test	0	0	0	0	0	0

<b>Harassment</b>						
Non-Sexual	9	3	8	9	9	8
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
<b>Reassignment</b>						
Denied	1	0	0	0	1	0
Directed	1	1	0	2	4	4
Reasonable Accommodation Disability	2	3	0	1	4	2
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	0
Termination	1	2	2	1	2	1
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	3
Other Terms/Conditions of Employment*	0	0	0	0	6	3
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	201.60	243.31	221.00	270.25	287.00	265.20
Average number of days in final action	115.40	33.33	158.14	217.43	350.33	33.45
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	194.12	261.33	217.33	290.60	341.43	267.75
Average number of days in final action	39.00	33.33	72.80	40.50	35.00	27.25
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	231.50	227.86	232.00	236.33	191.75	255.00
Average number of days in final action	421.00	0	371.50	288.20	508.00	50.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	0	1	1	1	3	0
Average days pending prior to dismissal	0	221	796	216	169	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	0	0	1	3	1	1



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	0	0	0	0	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
<b>Findings Without Hearing</b>	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

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











Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement*	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	0
Retirement*	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
Telework	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	0
Terms/Conditions of Employment*	0	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
Training	0	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	0
User Defined - Other 1*	0	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	0
User Defined - Other 3*	0	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	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2023Thru06-30</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	18	26	16	11	15	9							
Total Complainants	16	22	15	11	14	9							
<b>Number complaints pending</b>													
Investigation	1	1	0	0	0	0							
ROI issued, pending Complainant's action	0	0	0	0	0	0							
Hearing	18	17	9	8	13	8							
Final Agency Action	0	8	5	2	2	1							

Appeal with EEOC Office of Federal Operations	0	0	2	2	2	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 06-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	1	2	0	0