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

## NRCS

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

|                            | Comparative Data |      |                      |      |      |                 |  |  |  |  |
|----------------------------|------------------|------|----------------------|------|------|-----------------|--|--|--|--|
| Part 1 Complaint Activity  |                  | Pre  | evious Fiscal Year D | ata  |      | 2022 Th 00 20   |  |  |  |  |
|                            | 2018             | 2019 | 2020                 | 2021 | 2022 | 2023 Thru 09-30 |  |  |  |  |
| Number of Complaints Filed | 40               | 26   | 17                   | 21   | 14   | 12              |  |  |  |  |
| Number of Complainants     | 40               | 26   | 17                   | 20   | 14   | 12              |  |  |  |  |
| Repeat Filers              | 0                | 0    | 0                    | 1    | 0    | 0               |  |  |  |  |

| Dort 2 Complaints by Bosis  |        |      |                      |      |      |                    |
|---|--------|------|----------------------|------|------|--------------------|
| Part 2 Complaints by Basis  |        | Pre  | evious Fiscal Year D | Data |      | 2022 Thru          |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2018   | 2019 | 2020                 | 2021 | 2022 | 2023 Thru<br>09-30 |
| Race  | 13 9 8 |      | 7                    | 4    | 4    |                    |
| Color   | 4      | 6    | 4                    | 3    | 2    | 1                  |
| Religion  | 0      | 2    | 1                    | 2    | 1    | 1                  |
| Reprisal  | 20     | 15   | 8                    | 9    | 5    | 6                  |
| Sex   | 24     | 13   | 6                    | 8    | 2    | 4                  |
| PDA   | 1      | 0    | 0                    | 0    | 0    | 0                  |
| National Origin   | 5      | 4    | 2                    | 3    | 2    | 2                  |
| Equal Pay Act   | 3      | 0    | 0                    | 2    | 0    | 1                  |
| Age   | 12     | 8    | 7                    | 5    | 3    | 4                  |
| Disability  | 12     | 9    | 10                   | 9    | 5    | 8                  |
| Genetics  | 0      | 0    | 0                    | 0    | 0    | 0                  |
| Non-EEO   | 6      | 3    | 3                    | 2    | 1    | 1                  |

| Part 3 Complaints By Issue  |      |      | Compar             | ative Data |          |   |
|---|------|------|--------------------|------------|----------|---|
| Note: Complaints can be filed alleging multiple bases.<br>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.  |      |      | 2023 Thru<br>09-30 |            |          |   |
| The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in |      |      |                    |            | <u> </u> |   |
| FY2023.   | 2018 | 2019 | 2020               | 2021       | 2022     |   |
| Appointment/Hire  | 0    | 2    | 4                  | 2          | 0        | 0 |
| Assignment of Duties*   | 4    | 2    | 4                  | 1          | 0        | 0 |
| Awards  | 1    | 0    | 0                  | 0          | 0        | 0 |
| Conversion to Full Time/Perm Status*  | 1    | 0    | 0                  | 0          | 0        | 0 |
| Disciplinary Action   |      |      |                    | <u> </u>   | 1        |   |
| Demotion  | 0    | 0    | 0                  | 0          | 0        | 0 |
| Reprimand**   | 11   | 3    | 1                  | 0          | 0        | 0 |
| Suspension  | 4    | 2    | 1                  | 1          | 0        | 2 |
| Removal   | 2    | 0    | 3                  | 0          | 2        | 1 |
| Other Disciplinary Actions**  | 0    | 0    | 0                  | 0          | 0        | 2 |
| Other 2**   | 0    | 0    | 0                  | 0          | 0        | 0 |
| Duty Hours*   | 0    | 0    | 0                  | 0          | 0        | 0 |
| Perf. Eval./ Appraisal  | 5    | 5    | 6                  | 1          | 2        | 2 |
| Examination/Test  | 0    | 0    | 0                  | 0          | 0        | 0 |
| Harassment  |      | 1    |                    | Т          | 1        | T |
| Non-Sexual  | 27   | 13   | 9                  | 2          | 4        | 5 |
| Sexual  | 3    | 1    | 0                  | 0          | 0        | 1 |
| Medical Examination   | 0    | 1    | 0                  | 0          | 0        | 0 |
| Pay including overtime  | 4    | 1    | 0                  | 0          | 0        | 1 |
| Promotion/Non-Selection   | 8    | 7    | 3                  | 5          | 1        | 6 |
| Reassignment  |      | T    |                    | T          | 1        | T |
| Reassignment: Denied/Directed   | 3    | 2    | 0                  | 1          | 1        | 0 |
| Directed  | 0    | 7    | 2                  | 0          | 0        | 0 |
| Reasonable Accommodation Disability   | 5    | 3    | 2                  | 1          | 1        | 5 |
| Reinstatement*  | 0    | 0    | 0                  | 0          | 0        | 0 |
| Religious Accommodation   | 0    | 0    | 0                  | 0          | 1        | 0 |
| Retirement*   | 0    | 0    | 0                  | 1          | 0        | 0 |
| Sex-Stereotyping  | 0    | 0    | 0                  | 0          | 0        | 0 |
| Telework  | 10   | 1    | 0                  | 1          | 0        | 0 |
| Termination   | 4    | 0    | 0                  | 4          | 3        | 1 |
| Terms/Conditions of Employment*   | 20   | 9    | 1                  | 1          | 0        | 0 |
| Time and Attendance   | 5    | 5    | 1                  | 1          | 1        | 0 |
| Training  | 4    | 1    | 0                  | 0          | 0        | 1 |
| 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 |

|   |                        |        | Compar               | rative Data |        |                 |
|---|------------------------|--------|----------------------|-------------|--------|-----------------|
| Part 4 Processing Time                        |                        | Pr     | evious Fiscal Year [ | Data        |        | 2022 Thru 00 20 |
|   | 2018                   | 2019   | 2020                 | 2021        | 2022   | 2023 Thru 09-30 |
| Complaints pending during fiscal year         |                        | •      |                      |             | •      |                 |
| Average number of days in investigation       | 198.1                  | 177.7  | 217.81               | 129.25      | 132.07 | 130.23          |
| Average number of days in final action        | 36.0                   | 30.42  | 32.33                | 33.68       | 45.59  | 34.65           |
| Complaints pending during fiscal year where I | nearing was requested  |        |                      | •           |        | •               |
| Average number of days in investigation       | 164.36                 | 178.63 | 250.09               | 117.8       | 137.5  | 170.75          |
| Average number of days in final action        | 28.0                   | 17.0   | 17.9                 | 15.14       | 33.08  | 21.14           |
| Complaints pending during fiscal year where I | nearing was not reques | ted    |                      |             |        | •               |
| Average number of days in investigation       | 276.83                 | 176.43 | 182.3                | 134.45      | 125.86 | 112.22          |
| Average number of days in final action        | 52.0                   | 45.33  | 45.45                | 57.27       | 63.67  | 55.00           |

|  | Comparative Data |                 |                 |      |      |                 |  |  |  |  |  |
|--|------------------|-----------------|-----------------|------|------|-----------------|--|--|--|--|--|
| Part 5 Complaints Dismissed by Agency      |                  | Previ           | ous Fiscal Year | Data |      | 0000 TI 00 00   |  |  |  |  |  |
|  | 2018             | 2019            | 2020            | 2021 | 2022 | 2023 Thru 09-30 |  |  |  |  |  |
| Part 5 Complaints Dismissed by Agency      | 5                | 1               | 0               | 0    | 1    | 1               |  |  |  |  |  |
| Average days pending prior to dismissal    | 10               | 842             | 0               | 0    | 16   | 50.00           |  |  |  |  |  |
|  | Complaints Withd | rawn by Complai | nants           |      |      |                 |  |  |  |  |  |
| Total Complaints Withdrawn by Complainants | 0                | 1               | 2               | 1    | 0    | 0               |  |  |  |  |  |

|  | Comparative Data |      |   |       |         |          |      |     |    |     |         |      |  |
|--|------------------|------|---|-------|---------|----------|------|-----|----|-----|---------|------|--|
| Dort C Total Final Aganay Actions Finding Discrimination |                  |      |   | Previ | ous Fis | cal Year | Data |     |    |     | 2023 Th |      |  |
| Part 6 Total Final Agency Actions Finding Discrimination | 20               | 2018 |   | 2019  |         | )20      | 20   | )21 | 20 | )22 | 08      | 9-30 |  |
|  |                  | %    | # | %     | #       | %        | #    | %   | #  | %   | #       | %    |  |
| Total Number Findings                                    | 0                |      | 0 |       | 1       |          | 0    |     | 0  |     | 1       |      |  |
| Without Hearing  | 0                | 0    | 0 | 0     | 1       | 100      | 0    | 0   | 0  | 0   | 1       | 100  |  |
| With Hearing   | 0                | 0    | 0 | 0     | 0       | 0        | 0    | 0   | 0  | 0   | 0       | 0    |  |

| Part 7 Finding of Discrimination Rendered by                             | Comparative Data |      |    |      |           |            |     |      |    |      |      |        |  |  |
|--|------------------|------|----|------|-----------|------------|-----|------|----|------|------|--------|--|--|
| Basis  |                  |      |    | Pre  | vious Fis | cal Year D | ata |      |    |      | 2023 | 3 Thru |  |  |
| Note: Complaints can be filed alleging multiple                          | 20               | )18  | 20 | 2019 |           | )20        | 20  | )21  | 20 | )22  | 09   | 9-30   |  |  |
| bases. The sum of the bases may not equal total complaints and findings. | #                | %    | #  | %    | #         | %          | #   | %    | #  | %    | #    | %      |  |  |
| Total Number Findings  | 0                |      | 0  |      | 1         |            | 0   |      | 0  |      | 1    |        |  |  |
| Race   | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |
| Color  | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |
| Religion   | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |
| Reprisal   | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |
| Sex  | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |
| PDA  | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |
| National Origin  | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |
| Equal Pay Act  | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |
| Age  | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |
| Disability   | 0                | 0.00 | 0  | 0.00 | 1         | 100.00     | 0   | 0.00 | 0  | 0.00 | 1    | 100.00 |  |  |
| Genetics   | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |
| Non-EEO  | 0                | 0.00 | 0  | 0.00 | 0         | 0.00       | 0   | 0.00 | 0  | 0.00 | 0    | 0.00   |  |  |

| Findings After Hearing  | 0 |      | 0 |      | 0 |      | 0 |      | 0 |      | 0 |      |
|-------------------------|---|------|---|------|---|------|---|------|---|------|---|------|
| Race                    | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color                   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion                | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal                | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Sex                     | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA                     | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin         | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act           | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age                     | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability              | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Genetics                | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO                 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                         |   |      |   |      |   |      |   | •    |   |      |   |      |
| Finding Without Hearing | 0 |      | 0 |      | 1 |      | 0 |      | 0 |      | 1 |      |
| Race                    | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

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|-----------------|---|------|---|------|---|--------|---|------|---|------|---|--------|
| Color           | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   |
| Religion        | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   |
| Reprisal        | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   |
| Sex             | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   |
| PDA             | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   |
| National Origin | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   |
| Equal Pay Act   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   |
| Age             | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   |
| Disability      | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Genetics        | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   |
| Non-EEO         | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00   |

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment.

\*\* are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

|  |    |    |              |        |        | ompar   |        |    |    |     | i |          |
|--|----|----|--------------|--------|--------|---------|--------|----|----|-----|---|----------|
| Part 8 Finding of Discrimination Rendered by Issue   |    |    | <del>.</del> | Previo | us Fis | cal Yea | r Data | 1  | ı  |     |   | Thru 09- |
| r art or maing of bisonifiliation recruding by issue | 20 | 18 | 20           | 19     | 20     | 20      | 20     | 21 | 20 | )22 |   | 30       |
|  | #  | %  | #            | %      | #      | %       | #      | %  | #  | %   | # | %        |
| Total Number Findings                                | 0  |    | 0            |        | 1      |         | 0      |    | 0  |     | 1 |          |
| 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        |
| Other 2**  | 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   | •  |    |              | -      |        |         |        |    | -  |     |   |          |
| Sexual   | 0  | 0  | 0            | 0      | 0      | 0       | 0      | 0  | 0  | 0   | 0 | 0        |
| Non-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   | •  | •  | •            | •      | •      | •       |        |    | •  | •   | • |          |
| Reassignment: Denied/Directed                        | 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      | 1      | 100     | 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   | 1 | 100      |
| 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                   |   |   |   | <u> </u> | Į. |   | <u>I</u> | Į. |   |   |   |   |
| 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 |
| Other 2**                             | 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                            |   |   |   |          |    |   |          |    |   |   |   |   |
| Sexual                                | 0 | 0 | 0 | 0        | 0  | 0 | 0        | 0  | 0 | 0 | 0 | 0 |
| Non-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                          |   |   |   |          |    |   |          |    |   |   |   |   |
| Reassignment: Denied/Directed         | 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 |

| Findings Without Hearing              | 0 |   | 0 |   | 1 |     | 0 |   | 0 |   | 1 |     |
|---------------------------------------|---|---|---|---|---|-----|---|---|---|---|---|-----|
| 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   |
| Other 2**                             | 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                            | • |   | - | • | • | •   |   | • | • | • | • | •   |
| Sexual                                | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0   |
| Non-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                          | • |   | • |   | • |     |   | • |   |   |   |     |
| Reassignment: Denied/Directed         | 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 | 1 | 100 | 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 | 1 | 100 |
| 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   |

| Part 9 Complaints Pending from Previous Fiscal Years By Status | Comparative Data |           |      |      |      |       |  |  |
|--|------------------|-----------|------|------|------|-------|--|--|
|  |                  | 2023 Thru |      |      |      |       |  |  |
|  | 2018             | 2019      | 2020 | 2021 | 2022 | 09-30 |  |  |
| Total complaints from previous Fiscal Years                    | 19               | 28        | 23   | 15   | 11   | 6     |  |  |
| Total Complainants   | 19               | 28        | 23   | 15   | 9    | 6     |  |  |
| Number complaints pending                                      |                  |           |      |      |      |       |  |  |
| Investigation  | 0                | 0         | 0    | 0    | 0    | 0     |  |  |
| ROI issued, pending Complainant's action                       | 0                | 0         | 0    | 0    | 0    | 0     |  |  |
| Hearing  | 18               | 27        | 23   | 15   | 11   | 5     |  |  |
| Final Agency Action  | 1                | 1         | 0    | 0    | 0    | 0     |  |  |
| Appeal with EEOC Office of Federal Operations                  | 13               | 15        | 17   | 24   | 25   | 13    |  |  |

| Part 10 Complaint Investigations                                    | Comparative Data |           |      |      |      |       |  |  |
|---|------------------|-----------|------|------|------|-------|--|--|
|   |                  | 2023 Thru |      |      |      |       |  |  |
|   | 2018             | 2019      | 2020 | 2021 | 2022 | 09-30 |  |  |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                | 0         | 0    | 0    | 0    | 0     |  |  |