

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

## USSS (and below)

For 1st Quarter 2022 for period ending December 31, 2021

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2022Thru12-31 |
|  | 2017                      | 2018 | 2019 | 2020 | 2021 |               |
| Number of Complaints Filed   | 23                        | 45   | 39   | 28   | 21   | 9             |
| Number of Complainants   | 22                        | 41   | 38   | 22   | 19   | 9             |
| Repeat Filers  | 1                         | 4    | 0    | 3    | 1    | 0             |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2022Thru12-31 |
|  | 2017                      | 2018 | 2019 | 2020 | 2021 |               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |               |
| Race   | 10                        | 22   | 14   | 16   | 10   | 4             |
| Color  | 3                         | 5    | 4    | 3    | 2    | 3             |
| Religion   | 1                         | 0    | 2    | 0    | 0    | 1             |
| Reprisal   | 14                        | 25   | 17   | 15   | 11   | 5             |
| Sex  | 8                         | 13   | 8    | 7    | 7    | 1             |
| PDA  | 0                         | 0    | 0    | 0    | 0    | 1             |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin  | 3                                | 1           | 2           | 2           | 4           | 1                    |
| Equal Pay Act  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Age  | 4                                | 8           | 6           | 5           | 4           | 3                    |
| Disability   | 8                                | 6           | 9           | 4           | 5           | 2                    |
| Genetics   | 1                                | 0           | 0           | 1           | 0           | 0                    |
| Non-EEO  | 3                                | 1           | 2           | 3           | 1           | 0                    |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2022Thru12-31</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2017</b>                      | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> |                      |
| Appointment/Hire   | 4                                | 4           | 0           | 1           | 0           | 0                    |
| Assignment of Duties   | 0                                | 1           | 3           | 1           | 2           | 0                    |
| Awards   | 2                                | 0           | 1           | 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           | 0                    |
| Reprimand  | 0                                | 0           | 0           | 0           | 1           | 0                    |
| Suspension   | 3                                | 3           | 4           | 0           | 1           | 0                    |
| Removal  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Duty Hours   | 0                                | 2           | 1           | 1           | 0           | 0                    |
| Perf. Eval./ Appraisal   | 3                                | 8           | 5           | 4           | 4           | 1                    |
| Examination/Test   | 1                                | 2           | 0           | 0           | 0           | 0                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 4                                | 13          | 12          | 18          | 9           | 6                    |
| Sexual   | 1                                | 3           | 1           | 2           | 0           | 0                    |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Medical Examination  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Pay including overtime   | 0                                | 1           | 1           | 0           | 0           | 0                    |
| Promotion/Non-Selection  | 8                                | 10          | 11          | 4           | 4           | 1                    |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 0                                | 1           | 1           | 0           | 0           | 0                    |
| Directed   | 0                                | 5           | 1           | 0           | 0           | 0                    |
| Reasonable Accommodation Disability                              | 1                                | 1           | 0           | 0           | 1           | 0                    |
| Reinstatement  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Religious Accommodation  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Retirement   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Sex-Stereotyping   | 0                                | 1           | 0           | 0           | 0           | 0                    |
| Telework   | 0                                | 1           | 0           | 0           | 0           | 0                    |
| Termination  | 0                                | 3           | 1           | 2           | 2           | 1                    |
| Terms/Conditions of Employment                                   | 3                                | 6           | 1           | 0           | 0           | 0                    |
| Time and Attendance  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Training   | 1                                | 1           | 3           | 0           | 1           | 0                    |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2022Thru12-31</b> |
|  | <b>2017</b>                      | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> |                      |
| Complaints pending during fiscal year                            |                                  |             |             |             |             |                      |
| Average number of days in investigation                          | 217.22                           | 147.58      | 190.47      | 213.96      | 176.17      | 100.20               |
| Average number of days in final action                           | 213.31                           | 45.75       | 117.62      | 149.65      | 195.24      | 143.67               |
| Complaint pending during fiscal year where hearing was requested |                                  |             |             |             |             |                      |















|                                     |   |   |   |   |   |   |   |     |   |   |   |   |
|-------------------------------------|---|---|---|---|---|---|---|-----|---|---|---|---|
| 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 |
| 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 | 1 | 100 | 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 - User Define                 |   |   |   |   |   |   |   |     |   |   |   |   |

| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b>  | <b>Comparative Data</b>          |             |             |             |             |                      |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2022Thru12-31</b> |
|   | <b>2017</b>                      | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> |                      |
| Total complaints from previous Fiscal Years                         | 34                               | 44          | 20          | 42          | 27          | 33                   |
| Total Complainants  | 33                               | 42          | 19          | 39          | 22          | 24                   |
| <b>Number complaints pending</b>                                    |                                  |             |             |             |             |                      |
| Investigation   | 0                                | 0           | 0           | 0           | 0           | 1                    |
| ROI issued, pending Complainant's action                            | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Hearing   | 33                               | 38          | 15          | 31          | 20          | 27                   |
| Final Agency Action   | 1                                | 6           | 5           | 11          | 8           | 5                    |
| Appeal with EEOC Office of Federal Operations                       | 11                               | 9           | 0           | 11          | 19          | 25                   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |                      |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2022Thru12-31</b> |
|   | <b>2017</b>                      | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> |                      |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                                | 0           | 0           | 0           | 0           | 0                    |