

**EQUAL EMPLOYMENT OPPORTUNITY DATE POSTED  
PURSUANT TO THE NO FEAR ACT:**

**SBA  
FOR 2ND QUARTER 2023 PERIOD ENDING MARCH 31, 2023**

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	37	17	34	32	37	11
Number of Complainants	37	17	34	32	37	11
Repeat Filers	0	0	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	19	8	17	12	15	4
Color	6	2	2	5	8	4
Religion	1	1	2	4	6	1
Reprisal	18	5	10	11	21	6
Sex	5	8	14	13	14	5
PDA	0	1	0	0	0	0
National Origin	9	4	2	5	7	3
Equal Pay Act	0	0	0	0	0	0
Age	12	4	10	13	11	2
Disability	10	7	6	15	16	6
Genetics	0	0	0	1	0	0
Non-EEO	0	0	1	0	1	0

Part 3 Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
<i>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.</i>	2018	2019	2020	2021	2022	
Appointment/Hire	7	3	8	3	0	2
Assignment of Duties*	9	0	1	1	2	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	1	1	0	0	1
Reprimand**	7	2	0	3	2	0
Suspension	2	1	1	0	0	0
Removal	1	0	0	0	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	2	0	1	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	1	0
Perf. Eval./ Appraisal	8	0	1	1	5	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	17	13	14	9	15	3
Sexual	1	2	1	1	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	0	0	0	0	0
Promotion/Non-Selection	2	0	3	2	1	1

<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	3	1	0	1	0	0
Reasonable Accommodation Disability	2	0	2	1	1	1
Reinstatement*	0	0	0	1	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	0	0
Termination	8	2	4	13	10	3
Terms/Conditions of Employment*	10	4	0	0	3	0
Time and Attendance	3	1	0	1	1	0
Training	6	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	3
User Defined - Other 1*	0	0	1	3	2	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

<b>Part 4 Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 03-31</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	273.52	356.80	350.89	370.87	332.13	356.13
Average number of days in final action	48.41	64.38	53.68	74.42	58.32	118.00
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	281.0	282.80	321.89	367.00	306.09	338.63
Average number of days in final action	13.44	63.39	21.54	28.80	27.86	61.00
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	257.67	393.80	379.89	375.09	354.15	397.33
Average number of days in final action	46.14	46.00	139.00	123.80	143.60	129.40

<b>Part 5 Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 03-31</b>
	<b>2018</b>	<b>2018</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total Complaints Dismissed by Agency	6	0	7	0	1	8
Average days pending prior to dismissal	121	0	287	0	1362	290.63
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	2	3	2	3	3	1





Part 7 (cont) Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 03-31	
	2018		2019		2020		2021		2022			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>	0		0		0		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	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

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















<b>Part 9 Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 03-31</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total complaints from previous Fiscal Years	66	66	26	30	26	64
Total Complainants	57	59	26	30	26	42
<b>Number complaints pending</b>						
Investigation	2	4	0	1	0	13
ROI issued, pending Complainant's action	0	5	3	5	2	7
Hearing	49	39	19	19	15	18
Final Agency Action	12	14	2	3	6	3
Appeal with EEOC Office of Federal Operations	6	7	9	9	9	15

<b>Part 10 Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 03-31</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	4	7	14	7	18	11