

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

**SBA
FOR 4TH QUARTER 2023 PERIOD ENDING SEPTEMBER 30, 2023**

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	37	17	34	32	37	27
Number of Complainants	37	17	34	32	37	27
Repeat Filers	0	0	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
<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	13
Color	6	2	2	5	8	7
Religion	1	1	2	4	6	1
Reprisal	18	5	10	11	21	12
Sex	5	8	14	13	14	13
PDA	0	1	0	0	0	0
National Origin	9	4	2	5	7	5
Equal Pay Act	0	0	0	0	0	0
Age	12	4	10	13	11	7
Disability	10	7	6	15	16	15
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 09-30
<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	4
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
Disciplinary Action						
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	2
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	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	17	13	14	9	15	10
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	3

Reassignment						
Denied	0	0	0	0	0	0
Directed	3	1	0	1	0	0
Reasonable Accommodation Disability	2	0	2	1	1	2
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	4
Terms/Conditions of Employment*	10	4	0	0	3	0
Time and Attendance	3	1	0	1	1	1
Training	6	0	0	0	0	1
Other Terms/Conditions of Employment*	0	0	0	0	0	7
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	273.52	356.80	350.89	370.87	332.13	340.29
Average number of days in final action	48.41	64.38	53.68	74.42	58.32	72.17
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	281.0	282.80	321.89	367.00	306.09	338.00
Average number of days in final action	13.44	63.39	21.54	28.80	27.86	42.71
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	257.67	393.80	379.89	375.09	354.15	357.00
Average number of days in final action	46.14	46.00	139.00	123.80	143.60	90.91

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2018	2020	2021	2022	
Total Complaints Dismissed by Agency	6	0	7	0	1	16
Average days pending prior to dismissal	121	0	287	0	1362	215.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	3	2	3	3	3

Part 7 (cont) Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2023 Thru 09-30		
	2018		2019		2020		2021		2022				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%	
Findings Without Hearing	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.

Part 9 Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	66	66	26	30	26	45
Total Complainants	57	59	26	30	26	23
Number complaints pending						
Investigation	2	4	0	1	0	3
ROI issued, pending Complainant's action	0	5	3	5	2	2
Hearing	49	39	19	19	15	12
Final Agency Action	12	14	2	3	6	6
Appeal with EEOC Office of Federal Operations	6	7	9	9	9	17

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	4	7	14	7	18	4