

GSA EEO Data Posted Pursuant to the No FEAR Act  
For 4th Quarter FY 2021 for Period Ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 thru 09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	96	89	84	65	73	44
Number of Complainants	84	79	79	58	67	40
Repeat Filers	9	8	5	7	6	2

Complaints by Basis <small>multiple bases. The sum of the bases may not equal total complaints filed.</small>	Comparative Data					
	Previous Fiscal Year Data					2021 thru 09-30
	2016	2017	2018	2019	2020	
Race	49	32	35	27	33	18
Color	34	17	17	8	17	10
Religion	12	4	8	2	3	3
Reprisal	51	45	50	29	37	23
Sex	50	32	44	21	32	15
PDA	0	0	0	0	0	0
National Origin	25	10	13	3	11	8
Equal Pay Act	0	0	1	1	1	2
Age	41	35	40	22	23	9
Disability	35	41	33	32	33	13
Genetics	0	0	0	0	0	0
Non-EEO	4	4	3	1	2	0

Complaints by Issue <small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>	Comparative Data					
	Previous Fiscal Year Data					2021 thru 09-30
	2016	2017	2018	2019	2020	
Appointment/Hire	6	3	0	1	3	0
Assignment of Duties	12	9	6	3	2	9
Awards	0	0	0	0	0	0
Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	3	2	0	0	0	0
Reprimand	3	4	4	0	4	2
Suspension	1	3	3	2	3	2
Removal	3	4	1	4	2	3
Warning	0	0	0	3	4	3
Duty Hours	2	2	0	1	0	0
Perf. Eval./ Appraisal	17	17	11	7	12	8
Examination/Test	1	1	0	0	0	0
<b>Harassment</b>						
Non-Sexual	26	33	24	21	26	9
Sexual	5	1	4	0	0	0
Medical Examination	0	0	0	2	0	0

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Pay including overtime	1	2	4	1	4	1
Promotion/Non-Selection	27	17	16	11	15	6
<b>Reassignment</b>						
Denied	3	3	1	0	4	0
Directed	1	1	2	0	1	1
Disability	8	17	10	7	9	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	3	0	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	4	0	1	0	0
Termination	5	1	4	8	5	2
Terms/Conditions of Employment	13	13	12	8	9	8
Time and Attendance	6	4	2	4	7	0
Training	2	2	0	1	0	2

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021 thru 09-30
	2016	2017	2018	2019	2020	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	196.22	205.22	215.48	221.80	195.98	195.52
Average number of days in final action	35.37	48.02	38.83	49.64	47.98	47.40
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	200.77	209.68	221.74	240.31	201.42	192.26
Average number of days in final action	23.10	46.47	26.32	43.94	37.15	38.52
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	197.23	213.92	230.78	233.06	205.96	200.67
Average number of days in final action	54.38	51.70	54.11	60.74	58.80	59.56

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Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021 thru 09-30
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	13	4	8	4	10	12
Average days pending prior to dismissal	21	21	31	54	56	39
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	11	10	13	4	2	4

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021 thru 09-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		4		0		2		1	
Without Hearing	0	0	0	0	1	25	0	0	0	0	1	100
With Hearing	1	100	0	0	3	75	0	0	2	100	0	0

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total</i>	Comparative Data											
	Previous Fiscal Year Data										2021 thru 09-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	1		0		4		0		2		1	
Race	1	100	0	0	2	50	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	1	25	0	0	2	100	1	100
Sex	1	100	0	0	3	75	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	1	100	0	0	1	25	0	0	0	0	0	0
Disability	1	100	0	0	0	0	0	0	0	0	1	100
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 After Hearing</b>												
	1		0		3		0		2		0	
Race	1	100	0	0	2	67	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

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Reprisal	0	0	0	0	1	33	0	0	2	100	0	0
Sex	1	100	0	0	3	100	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	1	100	0	0	1	33	0	0	0	0	0	0
Disability	1	100	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>												
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	1	100
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	1	100	0	0	0	0	1	100
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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 thru 09-30	
	2016		2017		2018		2019		2020		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>	1		0		4		0		2		1	
Appointment/Hire	0	0	0	0	1	25	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	25	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
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	2	100	0	0
Removal	0	0	0	0	1	25	0	0	0	0	0	0
Other	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	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

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Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	1	25	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	1	100	0	0	0	0	0	0	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	1	100
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
Employment	0	0	0	0	1	25	0	0	0	0	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	1	100	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>												
Appointment/Hire	1		0		3		0		0		0	
Assignment of Duties	0	0	0	0	1	33	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
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	2	100	0	0
Removal	0	0	0	0	1	33	0	0	0	0	0	0
Other	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	1	33	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	1	100	0	0	0	0	0	0	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
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

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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
Employment	0	0	0	0	1	33	0	0	0	0	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	1	100	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>												
Appointment/Hire	0	0	0	0	1	100	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
Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
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	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	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
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	0	0	0	0	0	0
<b>Reassignment</b>												
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	1	100
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
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

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<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 thru 09-30</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Total complaints from previous Fiscal Years	62	56	66	65	46	54
Total Complainants	51	49	60	56	42	51
<b>Number complaints pending</b>						
Investigation	0	1	1	1	0	0
ROI issued, pending Complainant's action	1	0	0	1	0	0
Hearing	60	53	62	53	44	52
Final Agency Action	2	2	2	2	2	2
Appeal with EEOC Office of Federal Operations	47	58	57	22	13	16

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 thru 09-30</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Pending Complaints where Investigations Exceed Required Time Frames	1	0	0	0	0	0