

**NARA - Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:  
For the 2nd Quarter of FY 2024, Ending on March 31, 2023**

| Complaint Activity<br>29 C.F.R. § 1614.704(a) – (c) | Comparative Data          |      |      |      |      | 10/01/2023<br>thru<br>03/31/2024 |
|---|---------------------------|------|------|------|------|----------------------------------|
|   | Previous Fiscal Year Data |      |      |      |      |                                  |
|   | 2019                      | 2020 | 2021 | 2022 | 2023 |                                  |
| Number of Complaints Filed                          | 39                        | 11   | 5    | 6    | 16   | 6                                |
| Number of Complainants                              | 39                        | 11   | 4    | 6    | 16   | 6                                |
| Repeat Filers                                       | 11                        | 4    | 2    | 2    | 0    | 0                                |

| Complaints by Basis<br>29 C.F.R. § 1614.704(d)<br>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | Comparative Data          |      |      |      |      | 10/01/2023<br>thru<br>03/31/2024 |
|---|---------------------------|------|------|------|------|----------------------------------|
|   | Previous Fiscal Year Data |      |      |      |      |                                  |
|   | 2019                      | 2020 | 2021 | 2022 | 2023 |                                  |
| Race  | 23                        | 5    | 3    | 5    | 10   | 4                                |
| Color   | 16                        | 2    | 0    | 3    | 7    | 3                                |
| Religion  | 0                         | 1    | 0    | 1    | 1    | 0                                |
| Reprisal  | 22                        | 7    | 5    | 4    | 9    | 1                                |
| Sex   | 18                        | 5    | 3    | 4    | 6    | 1                                |
| National Origin   | 2                         | 1    | 1    | 1    | 1    | 2                                |
| Equal Pay Act   | 0                         | 0    | 0    | 0    | 0    | 0                                |
| Age   | 20                        | 3    | 2    | 5    | 4    | 4                                |
| Disability  | 11                        | 5    | 5    | 2    | 7    | 4                                |
| Genetic Information   | 0                         | 0    | 0    | 0    | 0    | 0                                |
| Other & Non-EEO   | 0                         | 0    | 0    | 0    | 2    | 0                                |

| Complaints by Issue<br>29 C.F.R. § 1614.704(e)<br>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal the total complaints filed. | Comparative Data          |      |      |      |      | 10/01/2023<br>thru<br>03/31/2024 |
|---|---------------------------|------|------|------|------|----------------------------------|
|   | Previous Fiscal Year Data |      |      |      |      |                                  |
|   | 2019                      | 2020 | 2021 | 2022 | 2023 |                                  |
| Appointment/Hire  | 0                         | 1    | 0    | 0    | 1    | 0                                |
| Assignment of Duties  | 5                         | 0    | 0    | 0    | 1    | 0                                |
| Awards  | 1                         | 1    | 0    | 0    | 0    | 0                                |
| Conversion to Full-time   | 0                         | 0    | 0    | 0    | 0    | 0                                |
| <b>Disciplinary Action</b>  |                           |      |      |      |      |                                  |
| Demotion  | 1                         | 0    | 0    | 0    | 0    | 0                                |
| Reprimand (warning)   | 2                         | 1    | 3    | 0    | 1    | 0                                |

|                                |    |   |   |   |    |   |
|--------------------------------|----|---|---|---|----|---|
| Removal                        | 6  | 3 | 1 | 0 | 0  | 3 |
| Suspension                     | 5  | 0 | 0 | 0 | 0  | 0 |
| Disciplinary Warning           | 1  | 1 | 1 | 0 | 1  | 0 |
| Other                          | 0  | 0 | 0 | 0 | 0  | 1 |
| Duty Hours                     | 1  | 0 | 0 | 0 | 0  | 0 |
| Evaluation Appraisal           | 7  | 2 | 0 | 1 | 1  | 0 |
| Examination/Test               | 0  | 0 | 0 | 0 | 0  | 0 |
| <b>Harassment</b>              |    |   |   |   |    |   |
| Non-Sexual                     | 16 | 4 | 2 | 5 | 11 | 2 |
| Sexual                         | 2  | 0 | 0 | 1 | 2  | 0 |
| Medical Examination            | 0  | 0 | 0 | 0 | 0  | 0 |
| Pay (Including Overtime)       | 4  | 0 | 0 | 0 | 3  | 0 |
| Promotion/Non-Selection        | 6  | 4 | 0 | 2 | 3  | 0 |
| <b>Reassignment</b>            |    |   |   |   |    |   |
| Denied                         | 6  | 0 | 0 | 0 | 0  | 0 |
| Directed                       | 0  | 0 | 1 | 1 | 0  | 0 |
| Reasonable Accommodation       | 6  | 2 | 4 | 0 | 3  | 1 |
| Reinstatement                  | 0  | 0 | 0 | 0 | 0  | 0 |
| Retirement                     | 0  | 0 | 0 | 0 | 0  | 0 |
| Sex-Stereotyping               | 0  | 0 | 0 | 0 | 0  | 0 |
| Telework                       | 3  | 0 | 0 | 0 | 2  | 0 |
| Termination                    | 2  | 0 | 1 | 0 | 0  | 3 |
| Terms/Conditions of Employment | 3  | 0 | 1 | 0 | 1  | 1 |
| Time and Attendance            | 5  | 1 | 0 | 0 | 5  | 0 |
| Training                       | 2  | 0 | 1 | 0 | 1  | 2 |
| Non-EEO                        | 0  | 0 | 0 | 0 | 0  | 0 |

| Processing Time<br>29 C.F.R. § 1614.704(f)                            | Comparative Data          |       |       |      |        | 10/01/2023<br>thru<br>03/31/2024 |
|---|---------------------------|-------|-------|------|--------|----------------------------------|
|   | Previous Fiscal Year Data |       |       |      |        |                                  |
|   | 2019                      | 2020  | 2021  | 2022 | 2023   |                                  |
| <i>Complaints Pending (for any length of time) During Fiscal Year</i> | 82                        | 60    | 42    | 26   | 82     | 20                               |
| Average Number of Days in the Investigation Stage                     | 186                       | 149.6 | 99.3  | 101  | 186    | 296                              |
| Average Number of Days in Final Action Stage                          | 165.49                    | 71.84 | 165.1 | 90   | 165.49 | 951                              |









|                                |   |   |   |   |   |   |   |   |   |   |   |   |
|--------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 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        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <b>Disciplinary Action</b>     | 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 |
| Evaluation/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 |
| <b>Harassment</b>              | 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 |
| 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>            | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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       | 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 |
| Retirement                     | 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                          | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Pending Complaints<br>Filed in Previous Fiscal Years and by Status 29<br>C.F.R. § 1614.704(I) | Comparative Data          |      |      |      |      | 10/01/2023<br>thru<br>03/31/2024 |
|---|---------------------------|------|------|------|------|----------------------------------|
|   | Previous Fiscal Year Data |      |      |      |      |                                  |
|   | 2019                      | 2020 | 2021 | 2022 | 2023 |                                  |
| Total Complaints from Previous Fiscal Years   | 43                        | 48   | 37   | 20   | 9    | 16                               |
| Total Complainants  | 39                        | 44   | 32   | 26   | 8    | 15                               |

| <b>Number Complaints Pending</b>              |    |    |    |   |   |   |
|---|----|----|----|---|---|---|
| Investigation                                 | 6  | 18 | 4  | 4 | 1 | 7 |
| Hearing                                       | 20 | 11 | 25 | 5 | 0 | 3 |
| Final Action                                  | 7  | 7  | 8  | 0 | 0 | 4 |
| Appeal with EEOC Office of Federal Operations | 8  | 8  | 2  | 2 | 7 | 4 |

| <b>Complaint Investigations 29<br/>C.F.R. § 1614.704(m)</b>             | <b>Comparative Data</b>          |             |             |             |             | <b>10/01/2023<br/>thru<br/>03/31/2024</b> |
|---|----------------------------------|-------------|-------------|-------------|-------------|---|
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |   |
|   | <b>2019</b>                      | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> |   |
| Pending Complaints Where Investigations Exceeds<br>Required Time Frames | 16                               | 24          | 3           | 1           | 8           | 2   |