

ODNI's Equal Employment Opportunity Data Posted Pursuant to Title III of the *Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002* (No FEAR Act) for 1st Quarter FY 2023

**ODNI's Equal Employment Opportunity Data Posted Pursuant to Title III of the
Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR)
Pub. L. 107-174**

	Fiscal Year						
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Number of Complaints, See 29 C.F.R. § 1614.704(a)-(c)	2017	2018	2019	2020	2021	2022	2023 Q1
Number of Complaints							
Filed during the FY	8	5	4	7	9	7	5
Number of Complainants							
Who filed a complaint during the FY	8	5	4	7	9	6	5
Who filed two or more complaints during the FY	0	0	0	0	0	1	0

Number of Complaints by Basis, See 29 C.F.R. § 1614.704(d)	2017	2018	2019	2020	2021	2022	2023 Q1
Race	4	4	1	2	1	4	1
Color	0	2	0	0	0	5	1
Religion	0	0	0	0	1	1	0
Retaliation	6	4	1	2	2	4	0
Sex	4	3	1	4	3	4	4

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Pregnancy	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	1	0
Equal Pay	2	0	0	1	0	0	0
Age	2	2	0	2	1	5	1
Disability	2	1	1	3	4	3	2
Genetic Information Non-Disclosure	0	0	0	0	0	0	0
Non-EEO	0	0	0	2	0	1	1

Number of Complaints by Issue, See 29 C.F.R. § 1614.704(e)	2017	2018	2019	2020	2021	2022	2023 Q1
Appointment/Hire	0	0	0	1	2	0	0
Assignment of Duties	3	3	0	2	1	0	0
Awards	1	0	0	0	0	0	0
Conversion to Full-Time	0	0	0	0	0	0	0
Disciplinary Action							
1. Demotion	0	0	0	0	0	1	0
2. Reprimand	0	1	0	1	0	0	0
3. Suspension	0	0	0	0	0	0	1
4. Removal	0	0	0	0	0	0	0
5. Other	1	0	0	0	0	2	0
Duty Hours	0	0	0	0	0	0	0
Evaluation/Appraisal	3	3	0	2	1	2	0
Examination/Test	0	0	0	0	0	0	0
Harassment							

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1. Non-Sexual	8	2	0	2	2	6	2
2. Sexual	0	0	0	0	0	0	3
Medical Examination	0	0	0	0	0	0	0
Pay/Overtime	1	1	0	1	1	0	0
Promotion/Non-Selection	1	1	0	2	0	0	0
Reassignment							
1. Denied	0	0	0	0	0	0	0
2. Directed	1	0	0	0	0	1	0
Reasonable Accommodation	0	0	0	1	1	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0	0
Retirement	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Termination	1	4	1	0	2	2	0
Terms/Conditions of Employment	3	2	0	3	0	0	0
Time and Attendance	1	0	0	1	0	1	0
Training	1	1	0	0	0	0	0
Other	1	0	1	0	0	2	0

Average Processing Time, See 29 C.F.R. § 1614.704(f)	2017	2018	2019	2020	2021	2022	2023 Q1
1614.704(f)(1) All Pending	389	786	577	293	357	541	109
1614.704(f)(2) – No Hearing Requested	159	270	163	142	55	213	0

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1614.704(f)(3) – Hearing Requested	1076	1475	1241	444	842	1001	109
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Number of Complaints Dismissed Pursuant to 29 C.F.R. § 1614.107(a) and Average Length of Time Pending Prior to Dismissal, See 29 C.F.R. §1614.704(g)	2017	2018	2019	2020	2021	2022	2023 Q1
Number of Complaints Dismissed	3	4	0	1	2	4	0
Average Number of Days Pending Prior to Dismissal	73	44	0	59	57	74	0

Number of Complaints Withdrawn, See 29 C.F.R. § 1614.704(h)	2017	2018	2019	2020	2021	2022	2023 Q1
Number of Complaints Withdrawn	0	2	0	1	0	2	0

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1. Hispanic	0	0	0	0	0	0	0	0
2. Other	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0
1. Physical	0	0	0	0	0	0	0	0
2. Mental	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0

Number of Final Agency Actions Involving a Finding of Discrimination by Issue, Reported Pursuant to 29 C.F.R. § 1614.704(k)	2017	2018	2019	2020	2021	2022	2023 Q1
Total Number of Findings of Discrimination	0	1	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties	0	1	0	0	0	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full-Time	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0	0
5. Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0

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Evaluation/Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0
1. Non-Sexual	0	0	0	0	0	0	0
2. Sexual	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0
Pay/Overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	1	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0
Training	0	1	0	0	0	0	0
Other	0	0	0	0	0	0	0

0

Number of Complaints Pending at Any Time During the Fiscal Year, Reported Pursuant to 29 C.F.R. § 1614.704(i)	2017	2018	2019	2020	2021	2022	2023 Q1
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Total Number of Complaints Pending for any length of time during the FY	16	15	11	9	15	20	10
29 C.F.R. § 1614.704(1)(1) – Number Filed before 10/1	16	12	7	4	5	7	0
29 C.F.R. § 1614.704(1)(2)(i) – Number of Complainants	13	12	5	4	5	7	5
29 C.F.R. § 1614.704(1)(2)(ii) – Number Pending Investigation	10	4	0	0	0	2	5
– Number Pending Hearing	6	6	2	4	5	2	2
– Number Pending Final Agency Action	1	0	0	0	0	0	0
– Number Pending Appeal	3	2	0	0	1	3	2

Number of Complaints Pending at Any Time During the Fiscal Year that Exceeded the Authorized Investigation Timeframe, Reported Pursuant to 29 C.F.R. § 1614.704(m)	2017	2018	2019	2020	2021	2022	2023 Q1
Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.106(e)(2) including extensions	0	0	0	0	0	1	1

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Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.108(e)	0	0	0	0	0	1	0
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