

UNITED STATES INTERNATIONAL TRADE COMMISSION



**FISCAL YEAR 2023 ANNUAL REPORT FOR THE NOTIFICATION AND
FEDERAL EMPLOYEE ANTIDISCRIMINATION AND RETALIATION ACT
- No FEAR Act Annual Report -**

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Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and
Retaliation Act of 2002 (No FEAR Act), Pub. L. No. 107-174

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EXECUTIVE SUMMARY

The U.S. International Trade Commission (USITC or Agency) is headquartered in Washington, D.C., and is an independent, nonpartisan, and quasi-judicial federal agency with a range of trade-related mandates. In this context, the USITC provides high-quality analysis on international trade issues to the President, Congress, and the United States Trade Representative. Additionally, the USITC is a central forum for the adjudication of disputes regarding intellectual property and international trade.

The USITC's mission includes three substantive areas of international trade, which are listed below:

- To investigate and make determinations in proceedings involving imports claimed to injure a domestic industry or violate intellectual property rights in the United States;
- To provide independent analysis and information on tariffs, trade, and competitiveness; and
- To maintain the Harmonized Tariff Schedule of the United States.

The USITC's workforce includes attorneys, economists, international trade analysts, human resource professionals, and a range of other professionals who provide the USITC with invaluable work in support of the USITC's mission.

To meet the objectives of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), the USITC and its Office of Equal Employment Opportunity (Office of EEO) are always assessing ways to build a model EEO program. The U.S. Equal Employment Opportunity Commission (EEOC) set forth in its Management Directive 715 (MD-715) the six essential elements of a model EEO program. These elements are:

1. Demonstrated Commitment from Agency Leadership;
2. Integration of EEO into the Agency's Strategic Mission;
3. Management and Program Accountability;
4. Proactive Prevention of Unlawful Discrimination;
5. Efficiency; and
6. Responsiveness and Legal Compliance.

The elements of a model EEO program complement the No FEAR Act, which was enacted to ensure that federal agencies are accountable for violations of antidiscrimination and whistleblower protection laws and to reduce incidences of workplace discrimination in the federal government.

In compliance with Section 203 of the No FEAR Act, Pub. L. No. 107-1745 and 5 C.F.R. Part 724, the USITC has prepared its Fiscal Year (FY) 2023 Annual Report for the following stakeholders:

- Speaker of the United States House of Representatives.
- The President Pro Tempore of the United States Senate;
- The Committee on Governmental Affairs of the Senate;
- The Committee on Government Reform of the House of Representatives;
- Each committee of Congress with jurisdiction over the USITC;
- The U.S. Attorney General;
- The Chair of the Equal Employment Opportunity Commission; and
- The Director of the Office of Personnel Management (OPM).

The FY 2023 Annual Report summarizes the USITC’s activities in the following areas:

- the number and disposition of federal court cases, which resulted in judgments, awards, or settlements;
- the amount of money the USITC has been required to reimburse the Judgment Fund;
- the number of employees disciplined for discrimination, retaliation, harassment, or other infractions of law covered by the No FEAR Act;
- the USITC’s policy regarding such discipline;
- an analysis of trends, a causal analysis, practical knowledge gained through experience, actions taken and planned to improve the USITC’s discrimination complaint program; and
- a written training plan.

The USITC is a relatively small agency. At the end of FY 2023, the USITC had 422 employees – 411 employees under various appointments (e.g., permanent, term, Schedule C, and Presidential Appointees), and 11 temporary employees. In FY 2023, the USITC had four formal EEO complaints filed against it. However, in FY 2023, the USITC was not a party to any federal court case involving alleged violations of federal antidiscrimination and retaliation laws.

Typically, the USITC’s formal discrimination complaint levels have been low. And in FY 2023, the Office of EEO continued to address alleged discrimination issues using various tools, including:

- assessing cases for informal resolution through pre-complaint EEO counseling;
- utilizing USITC resources dedicated to proactive prevention of EEO complaints; and
- coordinated communication efforts among the Office of EEO, the USITC’s Office of the General Counsel (OGC), and the USITC’s Office of Human Resources (OHR) to address workplace issues.

The FY 2023 Annual Report shows that the USITC and its Office of EEO have continued the following efforts:

- Strengthening management-employee relations;

- Placing an ongoing emphasis on EEO and supporting the USITC’s Diversity, Equity, Inclusion, and Accessibility (DEIA) Council, which includes further incorporating EEO and DEIA concepts into the USITC’s core business practices and employment strategies;
- Using strategic communication to build and maintain relationship equity across the USITC (e.g., through the Office of EEO’s presence at many of the Agency’s committees designed to provide an ongoing assessment of the Agency’s core, internal business operations);
- Supporting the USITC’s various employee engagement tools (e.g., the DEIA Council and the USITC mentoring program); and
- Utilizing strategies for analyzing and addressing the sources of workplace conflicts.

I. INTRODUCTION

The No FEAR Act requires federal agencies to submit annual reports to the Speaker of the U.S. House of Representatives, the President Pro Tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the USITC, the Attorney General, and the EEOC. OPM’s regulations implementing the reporting and best practices requirement of the No FEAR Act further provide that federal agencies must submit a copy of their annual report to OPM. The USITC’s FY 2023 Annual Report is submitted in accordance with these requirements.

II. BACKGROUND

The No FEAR Act was enacted in 2002 to ensure that federal agencies remain accountable for violations of antidiscrimination and whistleblower protection laws and to reduce incidences of workplace discrimination within the federal government. In implementing the Act, Congress expressly found that “agencies cannot be run effectively if those agencies practice or tolerate discrimination[.]” Pub. L. No. 107-174 § 101(1). The Act, therefore, requires that “[F]ederal agencies be accountable for violations of antidiscrimination and whistleblower protection laws[.]” Pub. L. No. 107-174 (Summary). Title II of the Act specifically requires that each federal agency post quarterly, on its public website, summary statistical data pertaining to complaints of employment discrimination filed against the agency by its employees, former employees, and applicants for employment under 29 C.F.R. Part 1614. Title II of the Act further provides that each agency must submit an annual report regarding discrimination, whistleblower retaliation, and other related complaints to facilitate congressional oversight of agency compliance with these laws. This annual report must include the following information:

1. The number of cases against the agency arising under antidiscrimination and whistleblower protection laws;
2. The status or disposition of cases described in Item 1;
3. The amount of money the agency has been required to reimburse the Judgment Fund;
4. The number of employees disciplined for discrimination, retaliation, harassment, or any other infraction covered by the No FEAR Act;

5. The final year-end data posted on discrimination complaints;
6. A detailed description of: (a) the agency's policy for disciplining employees who violate any antidiscrimination and whistleblower protection laws or commits a prohibited personnel practice that is revealed in the investigation of a complaint alleging a violation of any such law; (b) the number of employees who are disciplined in accordance with such policy; and (c) the specific disciplinary action taken;
7. An analysis of the information provided in Items 1 - 6, including an examination of: (a) trends; (b) causal analysis; (c) the practical knowledge gained through the agency experience; and (d) any actions the agency has planned or taken to improve its complaint processing or civil rights programs; and
8. Any adjustment made in the agency's budget because of reimbursement to the Judgment Fund.

III. REPORTING REQUIREMENTS

A. Federal Court Litigation

Under Section 203 of the No FEAR Act and OPM's implementing rule, 5 C.F.R. § 724.302(a), the USITC is required to annually report the number of pending or resolved federal court cases in which it was alleged to have violated the federal antidiscrimination and whistleblower protection laws applicable to the agency.

The No FEAR Act and OPM's regulations direct each agency to report the number of federal court cases both in the aggregate and by the specific provision of law involved. These provisions also direct each agency to report on the status or disposition of all federal court cases and the amount of money, if any, the agency reimbursed to the Judgment Fund for payments made in connection with the reported cases.

1. Number and Disposition of Cases in Federal Court

During FY 2023, the USITC was not involved in any federal court cases alleging a violation of federal antidiscrimination or whistleblower protection laws.

2. Reimbursement to the Judgment Fund

The USITC did not enter any settlement agreement that involved the Judgment Fund in FY 2023. The USITC was also not responsible for any attorney's fees being paid from the Judgment Fund because of a judgment or settlement in any case. Therefore, the USITC was not required to reimburse any money to the Judgment Fund during the FY 2023 reporting period.

B. Disciplinary Actions

Two subparts of Title II of the No FEAR Act require federal agencies to include in their annual reports information relating to disciplinary action against federal employees for conduct that is inconsistent with federal antidiscrimination or whistleblower protection laws. Section 203(a)(4) requires each agency to report annually on the “number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1).” Section 203(a)(6)(A) also requires each agency to provide a detailed description of its policies relating to disciplinary actions against federal employees.

OPM’s No FEAR regulations direct federal agencies to report the number of employees disciplined in connection with federal court cases involving allegations of violations of antidiscrimination and whistleblower protection laws. 5 C.F.R. § 724.302(a)(3). OPM has clarified that this provision refers to the number of cases for which the Judgment Fund paid monies on behalf of an agency. In implementing the No FEAR Act provisions, OPM’s regulations further provide that, irrespective of cases in federal court, federal agencies are also required to report the total number of employees disciplined and the specific nature of the disciplinary action taken in accordance with an agency policy that prescribes disciplinary action for conduct inconsistent with federal antidiscrimination and whistleblower protection laws. 5 C.F.R. § 724.302(a)(5).

OPM defines discipline to consist of “any one or a combination of the following actions: reprimand, suspension without pay, reduction in grade or pay, or removal.” 5 C.F.R. § 724.102. Consistent with these statutory and regulatory provisions, the USITC reports the following:

1. Number of Employees Disciplined and Nature of Disciplinary Action Taken

In FY 2023, there were no disciplinary actions taken against USITC employees that fell within OPM’s definition of the term discipline for conduct inconsistent with federal antidiscrimination or whistleblower protection laws.

Pursuant to the USITC’s policy on discipline, misconduct should be addressed at the earliest possible stage. Accordingly, instances of minor employee misconduct are dealt with through informal measures (i.e., counseling, admonishment, or letters of warning), which places employees on notice that further instances of misconduct may result in more severe disciplinary action. While the USITC is not required to report these types of measures as part of its annual No FEAR Act Report, the Agency believes that this disciplinary approach can be effective in curbing more serious forms of misconduct, to include misconduct concerning antidiscrimination and whistleblower protection.

2. Description of Policy on Disciplinary Action

The USITC is committed to promptly addressing employee conduct that is inconsistent with antidiscrimination and whistleblower protection laws. Disciplinary and adverse actions under the USITC’s policy of disciplinary and adverse actions will be initiated in a prompt, uniform, and equitable manner, in compliance with all applicable laws, regulations, and other applicable

authority. Where appropriate, this policy can be utilized to uphold the requirements of management accountability for discriminatory or retaliatory conduct, consistent with the requirements of the No FEAR Act.

Disciplinary actions covered by the USITC's policy range from corrective measures, including oral or written counselings and warnings in less serious situations, to suspensions, reductions in grade, or removals in more serious situations. The USITC's disciplinary policy can be utilized as part of the Agency's comprehensive effort to ensure that all its employees work in an environment that is free from unlawful discrimination and retaliation.

C. Final Year-End Data, Analysis of Trends, Causal Analysis, Practical Knowledge Gained Through Experience, and Actions Taken and Planned to Improve the Complaint Program

Under Section 301(c)(1)(B) of the No FEAR Act, agencies must include in their annual reports final, year-end discrimination complaint data posted in accordance with EEOC regulations. In addition, Section 203(7) of the Act requires agencies to undertake "an examination of trends, causal analysis, practical knowledge gained through experience, and any actions planned or taken to improve complaint or civil rights programs of the agency." OPM's rule regarding this provision further directs agencies to perform an analysis of the required data in conjunction with certain data provided to EEOC. This section presents the USITC's EEO complaint data and its analysis of the matters specified in Section 203(7). It also describes the actions that the USITC has taken or plans to take to improve its complaint process and civil rights programs. 5 C.F.R. §§ 724.302(a)(3), (a)(7)-(9).

1. Final Year-End Data Regarding Discrimination Complaints

The USITC has historically had a low number of discrimination complaints for each fiscal year. The data for the current reporting period, FY 2023, shows that the USITC had four formal discrimination complaints filed against it. This reflects an increase in formal discrimination activity compared to many of the fiscal years spanning back to FY 2018.

The complaint activity in FY 2023 may be due to a variety of factors including, but not limited to:

- Uncertainty within the USITC's workforce of how the Agency would navigate the employment privileges of telework and remote work as some federal agencies require their workforces to have an increased in-office presence;
- Miscommunications or lack of communication that may have arisen due to the lack of consistent, in-person interactions between USITC staff and USITC supervisors and managers;
- Frustration from employees toward managers or supervisors regarding employees' perceived lack of professional growth opportunities.

2. Analysis of Trends

During FY 2023, the USITC continued to examine trends in complaint activities, including a six-year snapshot from FY 2018 to FY 2022. In this period, there was one EEO complaint filed in each year between FY 2018 to FY 2019. There were no complaints filed in FY 2020. There were two complaints filed in FY 2021, four complaints filed in FY 2022, and four complaints filed in FY 2023. The rate of EEO complaint activity at the USITC increased slightly in FY 2023 compared to many other years in the FY 2018 to FY 2023 snapshot.

Due to the complaint activity in FY 2023, the Office of EEO is assessing methods to address workplace conflict during FY 2024. The methods may include implementing additional dispute resolution techniques at the lowest possible level when an EEO allegation arises, and partnering with the Agency to fill one additional employment slot in the Office of EEO with an additional EEO Specialist. This will increase the Office of EEO's staffing allotment to four, including the EEO Director position, and place the Office of EEO's staffing level in line with the Agency's other smaller offices. Additionally, the Office of EEO will continue its ongoing communications with USITC offices and the Agency's union to seek collaborative tools to resolve disputes early, when appropriate.

The USITC tracks and monitors the number of complaints filed, and the bases and issues alleged. The following is a summary of the issues alleged in USITC discrimination complaints from FY 2018 through FY 2023:

FY 2018	Promotion/Non-Selection (1), Termination (1)
FY 2019	Harassment (1), Termination (1)
FY 2020	No complaints filed.
FY 2021	Appointment/Hire (1), Terms/Conditions of Employment (1)
FY 2022	Assignment of Duties (2), Suspension (1), Duty Hours (1), Evaluation Appraisal (2), Harassment (5), Pay (1), Promotion/Non-Selection (1), Reasonable Accommodation (1), Terms/Conditions of Employment (2), Time and Attendance (1), Training (1)
FY 2023	Appointment/Hire (1), Assignment of Duties (3), Awards (1), Evaluation Appraisal (2), Harassment (4), Pay (2), Promotion/Non-Selection (3), Terms/Conditions of Employment (3), Time and Attendance (1), Training (1)

The USITC continues to monitor these trends and assesses resolution at the lowest possible level and training as mechanisms for achieving and maintaining a low number of discrimination complaints.

3. Causal Analysis

To identify the root cause of alleged discriminatory behavior and effectively address these issues, the USITC tracks and monitors complaint activity, particularly the alleged bases and issues as discussed above. The USITC assesses and identifies underlying reasons for workplace disputes. In pursuit of a strong, efficient EEO process, the Office of EEO, along with OGC and other USITC offices as appropriate, continued to apprise the USITC's Office of the Chair of issues and concerns gleaned from various communication avenues between the Office of EEO and the USITC's managers, supervisors, and staff.

The USITC had four complaints filed against it in FY 2023. The Office of EEO will work collaboratively with the appropriate USITC offices to develop and implement systematic approaches for analyzing and addressing the causes of these workplace disputes, including proactive strategies to address potential barriers to professional growth opportunities for USITC employees. The USITC's overall goal through proactive prevention is to assist management officials and staff in the development of strategies to resolve issues at the earliest point possible, which may foster a work environment featuring respect and trust between management and staff.

4. Practical Knowledge Gained Through Experience

In FY 2023, the USITC took the following actions to increase its investment in EEO, to raise employee awareness of antidiscrimination principles, process EEO complaints, and to highlight the benefits of EEO, and diversity equity, inclusion, and accessibility:

- Through its Diversity, Equity, Inclusion, and Accessibility Council (DEIA Council), the USITC spotlighted celebratory events and special emphasis months throughout FY 2023. Specifically, the USITC celebrated several commemorative events and months, including but not limited to:
 - Black History Month;
 - Women's History Month;
 - International Women's Day;
 - Asian American, Native Hawaiian, and Pacific Islander Heritage Month;
 - LGBTQ+ Pride Month;
 - Disability Employment Awareness Month;
 - Hispanic Heritage Month; and
 - USITC's DEIA Week.

- The USITC approved an additional staffing position for the Office of EEO in April 2023, which will be a second EEO Specialist (term) position.
- The Office of EEO completed two EEO investigations and completed six matters in the pre-complaint EEO counseling stage.

5. Actions Planned or Taken to Improve the Complaint or Civil Rights Programs Pursuant to Section 203(a)(7)(D)

a. Actions Taken in FY 2023

1. Demonstrated EEO Commitment from Agency Leadership

In FY 2023, USITC Chairman David Johanson, and other members of the USITC’s senior leadership team, were active participants in the events, initiatives, and activities of the USITC’s DEIA Council and other events that highlighted diversity, equity, inclusion, and accessibility across the Agency. This included Chairman Johanson, other Commissioners, and senior leadership providing remarks at DEIA events. Additionally, numerous USITC managers and executives were present at various special emphasis month events.

Chairman Johanson also held monthly senior staff meetings, which included the Director of EEO, all office directors from across the USITC, and USITC staff. This was an avenue through which the Director of EEO could communicate with the USITC’s senior leadership. These meetings also kept the USITC workforce informed of general EEO and DEIA activities and information, including trends, events, training opportunities, and the release of EEO annual reports.

Additionally, in January 2023, in conjunction with Dr. Martin Luther King, Jr., Day, Chairman Johanson released an agency-wide communication in which he re-affirmed the U.S. International Trade Commission’s commitment to EEO.

2. Integrating EEO Principles into the USITC’s Strategic Mission

The USITC’s Office of EEO engaged with the Chairman, managers, supervisors, and staff on various EEO topics and principles. For example, the Agency assessed targeted recruitment ideas, activities, and events designed to encourage individuals from a wide demographic spectrum to apply to the USITC’s job vacancies. This

included designing additional ways to incorporate qualified applicants with disabilities into the USITC's employment recruitment strategies. Accordingly, in August 2023, the Chairman encouraged agency employees, once they received supervisory approval, to register for training to become volunteer recruiters for the Workforce Recruitment Program (WRP). The WRP is a free federal resource for students and recent graduates with disabilities seeking internships, temporary, and permanent positions, and the program is managed by the U.S. Department of Labor and the U.S. Department of Defense.

The Office of EEO also assessed on a continuing basis whether there were ways detect and address equal employment barriers that may prevent employees from obtaining professional development opportunities, including opportunities for the USITC's leadership ranks and major occupations (i.e., attorneys, economists, and international trade analysts).

In various ways the Office of EEO is integrated into the USITC's strategic mission and strategic planning. For example, the EEO Director is a member of the USITC's Human Capital Committee (HCC). The HCC's deliberations focus on a broad range of human resource issues, including planning for workforce staffing, and organizational development, ideas to improve the employee performance framework, recruitment and retention ideas, and employee training and development. And diversity and inclusion are concepts that were incorporated directly into the USITC's Strategic Plan for FY 2022 - 2026, regarding the USITC's strategic objective to attract, develop, and retain a skilled, diverse, and versatile workforce.

Furthermore, the EEO Director is a member of the USITC DEIA Council's Advisory Board, along with the following USITC officials:

- The USITC Director of Human Resources, who serves as the Chair of the DEIA Council;
- The USITC Chair's Chief of Staff or a designee;
- The USITC's Chief Human Capital Officer (CHCO);
- The USITC's Director of the Office of Operations; and
- The Assistant General Counsel for Administrative Law from the USITC's Office of the General Counsel (OGC), who serves as counsel to the DEIA Council.

The DEIA Council has two components - the DEIA Advisory Board members and DEIA Volunteer Council members. The volunteer council, which is typically comprised of ten volunteer members, are staff from across the Agency who serve one-year terms, but may apply for additional terms.

Additionally, the EEO Director is also a member of the USITC's Budget and Finance Committee, and the USITC's Performance Management and Strategic Planning Committee.

In FY 2023 the EEO Director was added to the USITC's Information Technology (IT) Committee. This further embeds EEO and accessibility for persons with disabilities into the Agency's core business operations. For example, the Office of EEO is part of the USITC's compliance structure for Section 508 of the Rehabilitation Act as the office charged with processing complaints arising from Section 508's requirements. Section 508 requires all electronic and information technology (also referred to as information and communication technology or ICT) that is developed, procured, maintained, or used by a federal agency to be accessible to people with disabilities, unless an exception applies.

The EEO Director is also included as a member among agency-wide groups and committees that the USITC convenes to address agency-wide issues as they arise.

The relationships across the USITC's different offices are an integral part of the USITC EEO program. To foster collaborative relationships with different offices across the Agency, the Office of EEO's Director participated in general meet-and-greet opportunities with many USITC employees, many in a small group or one-on-one setting. These meet-and-greet opportunities were another method to communicate with staff members.

3. Improving Management and Program Accountability for EEO

During FY 2023, the Office of EEO collaborated with OGC to ensure that managers and supervisors involved in the EEO complaint process were timely in responding to information requests from the Office of EEO.

Additionally, the USITC's EEO Director held discussions with various employees from across the USITC to get a sense of what program and management accountability measures they would like

to see. Common themes arose on certain topics, including an understanding of the EEO complaint process for new supervisors and new USITC employees, and ensuring fairness and equity in the USITC's approaches to telework, remote work, and other workplace flexibilities.

b. Actions Planned for FY 2024

1. Integrate an additional EEO Specialist into the Office of EEO's existing staff, which consisted of three employee positions at the end of FY 2023. The Office of EEO also will strategize with the USITC's Office of Human Resources and other offices to think about additional ways to further incorporate DEIA and EEO principles into the USITC's core business processes, practices, and strategies.
2. Continue to update the Office of EEO's spaces on the USITC's intranet and the USITC's public website to include new EEO laws, regulations, and information.
3. Create collaboration opportunities between the Office of EEO and USITC's DEIA Council to develop programs, trainings, workshops, events, and professional development opportunities for USITC employees.
4. Collaborate with the Office of Human Resources to place an ongoing emphasis on the Agency's disability employment program, including awareness for managers, supervisors, and employees about reasonable accommodations for employees and job applicants with disabilities.
5. Deliver thorough pre-complaint EEO counseling services and formal EEO investigations, in compliance with all applicable EEOC regulations.
6. The Director of EEO will continue to attend Chairman Johanson's monthly senior staff meetings, which include all office directors from across the USITC, as an additional avenue to communicate with senior leadership and keep them abreast of general EEO information, including new EEO laws, guidance, and training opportunities for USITC staff.

D. No FEAR Act Training Plan

OPM's final regulation on notification and training obligations under the No FEAR Act, 5 C.F.R. § 724.203(d), requires agencies to develop a written training plan that includes and describes instructional materials and methods of training, and to set out their training schedule and the means for documenting its completion. OPM's final rule on reporting and best practices, which complements the notification and training rule, 5 C.F.R. § 724.203, mandates agencies to submit an annual report to Congress, which must include a written training plan developed under the training obligations.

The USITC provides an online, agency-wide No FEAR Act training module to its staff. The Office of Human Resources assigns the No FEAR Act training to employees and monitors the completion of the training. Specifically, in FY 2023, the Office of Human Resources documented the completion of the online No FEAR Act training course through its electronic learning management system. The learning management system tracked and created a record of employees' completion of the online No FEAR Act training course. The Office of Human Resources shares that tracking information with the Office of EEO to ensure that employees complete their mandatory training requirements in a timely manner.

The USITC continued using its online No FEAR Act training module as FY 2023 concluded and FY 2024 commenced. USITC employees are on a two-year cycle for the online No FEAR Act training, and the agency-wide training cycle occurs generally every other calendar year for employees who have been with the USITC for a year or more (e.g., 2020, 2022, 2024, etc.). New employees are required to complete the online No FEAR Act training within 90 days of their start date with the USITC.

APPENDIX



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

Complaint Activity	Fiscal Year Data					
	2018	2019	2020	2021	2022	2023
Number of Complaints Filed	1	1	0	2	4	4
Number of Complainants	1	1	0	2	4	4
Repeat Filers	0	0	0	0	0	0

Complaints by Basis <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	2023
Race	1	1	0	2	4	3
Color	0	0	0	1	4	2
Religion	0	0	0	0	0	0
Reprisal	0	0	0	1	4	4
Sex	1	1	0	0	4	3
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	1	1
Age	0	0	0	1	3	1
Disability	0	1	0	0	2	0
Genetic Information	0	0	0	0	0	0
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
	2018	2019	2020	2021	2022	2023

Appointment/Hire	0	0	0	1	0	1
Assignment of Duties	0	0	0	0	2	3
Awards	0	0	0	0	0	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	1	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	0
Evaluation Appraisal	0	0	0	0	2	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	1	0	0	4	4
Sexual	0	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	2
Promotion/Non-Selection	1	0	0	0	1	3
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation (Disability)	0	0	0	0	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	1	0	0	0	0
Terms/Conditions of Employment	0	0	0	1	2	3
Time and Attendance	0	0	0	0	1	1
Training	0	0	0	0	1	1

Religious Accommodation	0	0	0	0	0	0
Other	0	0	0	0	0	0

Processing Time						
	2018	2019	2020	2021	2022	2023
Complaints pending for any length of time during fiscal year						
Average number of days in investigation stage	77.0	30.0	0.0	43.3	109.0	178.0
Average number of days in final agency action stage	0.0	0.0	0.0	35.0	62.0	30.0
Complaints pending for any length of time during fiscal year where hearing was requested						
Average number of days in investigation stage	0.0	0.0	0.0	0.0	149.5	167.0
Average number of days in final agency action stage	0.0	0.0	0.0	0.0	71.0	30.0
Complaints pending for any length of time during fiscal year where hearing was not requested						
Average number of days in investigation stage	0.0	0.0	0.0	73.0	72.0	0.0
Average number of days in final agency action stage	0.0	0.0	0.0	35.0	43.0	0.0

Complaints Dismissed by Agency						
	2018	2019	2020	2021	2022	2023
Total Complaints Dismissed by Agency	0	0	0	1	0	0
Average days pending prior to dismissal	0	0	0	1	0	0.0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	1	0	0	0	0

Total Final Actions Finding Discrimination												
	2018		2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number of Findings	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
	2018		2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Race	0	0.0	0	0.0	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	0	0.0	0	0.0
Religion	0	0.0	0	0.0	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	0	0.0	0	0.0
Sex	0	0.0	0	0.0	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	0	0.0	0	0.0
Age	0	0.0	0	0.0	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	0	0.0	0	0.0
Genetic Information	0	0.0	0	0.0	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	0	0.0	0	0.0
Findings After Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Race	0	0.0	0	0.0	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	0	0.0	0	0.0
Religion	0	0.0	0	0.0	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	0	0.0	0	0.0
Sex	0	0.0	0	0.0	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	0	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	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	0	0.0	0	0.0
Disability	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Genetic Information	0	0.0	0	0.0	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	0	0.0	0	0.0
Findings Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Race	0	0.0	0	0.0	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	0	0.0	0	0.0
Religion	0	0.0	0	0.0	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	0	0.0	0	0.0
Sex	0	0.0	0	0.0	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	0	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	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	0	0.0	0	0.0
Disability	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Genetic Information	0	0.0	0	0.0	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	0	0.0	0	0.0

Findings of Discrimination Rendered by Issue												
	2018		2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Appointment/Hire	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties	0	0.0	0	0.0	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	0	0.0	0	0.0
Conversion to Full-time	0	0.0	0	0.0	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	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	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	0	0.0	0	0.0
Removal	0	0.0	0	0.0	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	0	0.0	0	0.0
Duty Hours	0	0.0	0	0.0	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	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	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	0	0.0	0	0.0
Sexual	0	0.0	0	0.0	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	0	0.0	0	0.0
Pay (Including Overtime)	0	0.0	0	0.0	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	0	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	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	0	0.0	0	0.0
Reasonable Accommodation (Disability)	0	0.0	0	0.0	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	0	0.0	0	0.0
Retirement	0	0.0	0	0.0	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	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings After Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Appointment/Hire	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties	0	0.0	0	0.0	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	0	0.0	0	0.0
Conversion to Full-time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings of Discrimination Rendered by Issue												
	2018		2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%	#	%

Disciplinary Action												
Demotion	0	0.0	0	0.0	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	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	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	0	0.0	0	0.0
Other	0	0.0	0	0.0	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	0	0.0	0	0.0
Evaluation Appraisal	0	0.0	0	0.0	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	0	0.0	0	0.0
Harassment												
Non-Sexual	0	0.0	0	0.0	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	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	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	0	0.0	0	0.0
Promotion/Non-Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	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	0	0.0	0	0.0
Reasonable Accommodation (Disability)	0	0.0	0	0.0	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	0	0.0	0	0.0
Retirement	0	0.0	0	0.0	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	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Appointment/Hire	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Assignment of Duties	0	0.0	0	0.0	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	0	0.0	0	0.0
Conversion to Full-time	0	0.0	0	0.0	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	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	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	0	0.0	0	0.0
Removal	0	0.0	0	0.0	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	0	0.0	0	0.0
Duty Hours	0	0.0	0	0.0	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	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	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	0	0.0	0	0.0
Sexual	0	0.0	0	0.0	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	0	0.0	0	0.0
Pay (Including Overtime)	0	0.0	0	0.0	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	0	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	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	0	0.0	0	0.0
Reasonable Accommodation (Disability)	0	0.0	0	0.0	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	0	0.0	0	0.0
Retirement	0	0.0	0	0.0	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	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Pending Complaints Filed in Previous Fiscal Years by Status						
	2018	2019	2020	2021	2022	2023
Total Complaints from previous Fiscal Years	1	0	0	0	0	2
Total Complainants	1	0	0	0	0	2
Number of Complaints Pending						
Investigation	0	0	0	0	0	0
Hearing	0	0	0	0	0	2
Final Agency Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	1	0	0	0	0	0

Complaint Investigations						
	2018	2019	2020	2021	2022	2023
Pending Completion Where Investigation Exceeds Required Time Frames	0	0	0	0	0	0