

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

**SBA  
FOR 1ST QUARTER 2022 PERIOD ENDING DECEMBER 31, 2021**

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	33	37	17	34	32	12
Number of Complainants	31	37	17	34	32	12
Repeat Filers	1	0	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Race	13	19	8	17	12	5
Color	8	6	2	2	5	5
Religion	3	1	1	2	4	0
Reprisal	25	18	5	10	11	6
Sex	14	5	8	14	13	4
PDA	0	0	1	0	0	0
National Origin	9	9	4	2	5	1
Equal Pay Act	0	0	0	0	0	0
Age	18	12	4	10	13	5
Disability	8	10	7	6	15	6
Genetics	0	0	0	0	1	0
Non-EEO	0	0	0	1	0	0

Part 3 Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
<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>	2017	2018	2019	2020	2021	
Appointment/Hire	3	7	3	8	3	0
Assignment of Duties*	13	9	0	1	1	0
Awards	1	1	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	1	1	0	0
Reprimand**	5	7	2	0	3	0
Suspension	2	2	1	1	0	0
Removal	1	1	0	0	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	1	2	0	1	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	14	8	0	1	1	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	19	17	13	14	9	3
Sexual	2	1	2	1	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	0	0	0	0
Promotion/Non-Selection	8	2	0	3	2	0

<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	3	3	1	0	1	0
Reasonable Accommodation Disability	1	2	0	2	1	0
Reinstatement*	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	0	0
Termination	7	8	2	4	13	5
Terms/Conditions of Employment*	11	10	4	0	0	3
Time and Attendance	6	3	1	0	1	0
Training	4	6	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	1	3	1
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

<b>Part 4 Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 12-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	278.24	273.52	356.80	350.89	370.87	277.22
Average number of days in final action	34.55	48.41	64.38	53.68	74.42	77.00
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	272.10	281.00	282.80	321.89	367.00	279.00
Average number of days in final action	8.50	13.44	63.39	21.54	28.80	77.00
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	288.15	257.67	393.80	379.89	375.09	275.80
Average number of days in final action	67.75	46.14	46.00	139.00	123.80	0

<b>Part 5 Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 12-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Total Complaints Dismissed by Agency	0	6	0	7	0	0
Average days pending prior to dismissal	0	121	0	287	0	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	0	2	3	2	3	2





Part 7 (cont) Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 12-31	
	2017		2018		2019		2020		2021			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>	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.















<b>Part 9 Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 12-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Total complaints from previous Fiscal Years	62	66	66	26	30	53
Total Complainants	57	57	59	26	30	53
<b>Number complaints pending</b>						
Investigation	3	2	4	0	1	15
ROI issued, pending Complainant's action	0	0	5	3	5	0
Hearing	49	49	39	19	19	27
Final Agency Action	5	12	14	2	3	7
Appeal with EEOC Office of Federal Operations	4	6	7	9	9	9

<b>Part 10 Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 12-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	6	4	7	14	7	9