

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

**SBA
FOR 4TH QUARTER 2022 PERIOD ENDING SEPTEMBER 30, 2022**

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	33	37	17	34	32	37
Number of Complainants	31	37	17	34	32	37
Repeat Filers	1	0	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
<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	15
Color	8	6	2	2	5	8
Religion	3	1	1	2	4	6
Reprisal	25	18	5	10	11	21
Sex	14	5	8	14	13	14
PDA	0	0	1	0	0	0
National Origin	9	9	4	2	5	7
Equal Pay Act	0	0	0	0	0	0
Age	18	12	4	10	13	11
Disability	8	10	7	6	15	16
Genetics	0	0	0	0	1	0
Non-EEO	0	0	0	1	0	1

Part 3 Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
<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	2
Awards	1	1	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	1	0	0
Reprimand**	5	7	2	0	3	2
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	1
Perf. Eval./ Appraisal	14	8	0	1	1	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	19	17	13	14	9	15
Sexual	2	1	2	1	1	2
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	1

Reassignment						
Denied	0	0	0	0	0	0
Directed	3	3	1	0	1	0
Reasonable Accommodation Disability	1	2	0	2	1	1
Reinstatement*	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	1
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	10
Terms/Conditions of Employment*	11	10	4	0	0	3
Time and Attendance	6	3	1	0	1	1
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	2
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	278.24	273.52	356.80	350.89	370.87	332.12
Average number of days in final action	34.55	48.41	64.38	53.68	74.42	58.32
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	272.10	281.00	282.80	321.89	367.00	306.09
Average number of days in final action	8.50	13.44	63.39	21.54	28.80	27.86
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	288.15	257.67	393.80	379.89	375.09	354.15
Average number of days in final action	67.75	46.14	46.00	139.00	123.80	143.60

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	0	6	0	7	0	1
Average days pending prior to dismissal	0	121	0	287	0	1362
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	2	3	2	3	3

Part 7 (cont) Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 09-30	
	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>	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	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.

Part 9 Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	62	66	66	26	30	26
Total Complainants	57	57	59	26	30	26
Number complaints pending						
Investigation	3	2	4	0	1	0
ROI issued, pending Complainant's action	0	0	5	3	5	2
Hearing	49	49	39	19	19	15
Final Agency Action	5	12	14	2	3	6
Appeal with EEOC Office of Federal Operations	4	6	7	9	9	9

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	6	4	7	14	7	18