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

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

	Comparative Data											
Part 1 Complaint Activity		Previou	ıs Fiscal Ye	ar Data		2022						
	2017	2018	2019	2020	2021	Thru 09-30						
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						

Dant 2 Campulainta hu Basia			Data			
Part 2 Complaints by Basis		Previou	s Fiscal Ye	ear Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022 Thru 09-30
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			Compa	rative Dat	ta	
Part 5 Complaints by Issue		Previou	s Fiscal Ye	ear Data		
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.	2017	2018	2019	2020	2021	2022 Thru 09-30
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

	Comparative Data											
Part 4 Processing Time		Previou	s Fiscal Ye	ar Data		2022						
	2017	2018	2019	2020	2021	Thru 09-30						
Complaints pending during fiscal year	1	1	1									
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 he	earing was	requeste	d									
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 he	earing was	not reque	ested									
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						

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Total Complaints Withdrawn by Complainants	0	2	3	2	3	3					

						Comp	parati	ve Da	ita			
Part 6 Total Final Agency Actions			Pr	eviou	ıs Fisc	al Ye	ar Da	ta			_	22
Finding Discrimination	2017 2018 2019 2		20	2020		21		Thru 09-30				
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	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

Part 7 Findings of						Comp	oarati	ve Da	ita			
Discrimination Rendered by Basis			Pr	eviou	ıs Fiso	cal Ye	ar Da	ta			_	22
Note: Complaints can be filed alleging multiple bases.The sum of	20	17	2018		20	2019		2020		21	Thru 09-30	
the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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

Part 7 (cont) Findings of					С	ompa	rative	Data				
Discrimination Rendered by Basis			F	Previo	us Fisc	al Yea	ar Dat	a				2022 Thru
Note: Complaints can be filed	20	17	20	18	20	19	20	20	2021		09-30	
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	# %		#	%	#	%	#	%	#	%	#	%
Findings After 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

Part 7 (cont) Findings of					(Compa	rative	e Data					
Discrimination Rendered by Basis			P	revio	us Fisc	cal Yea	ar Dat	а				2022 Thru	
Note: Complaints can be filed alleging multiple bases.The sum	20	17	20	18	20	19	20	20	20	21	09-30		
of the bases may not equal total complaints and findings.	# % # %		%	#	%	# %		#	%	#	%		
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.

					(Comp	arati	ve Da	ıta			
Part 8 Findings of Discrimination			Pr	eviou	s Fisc	cal Ye	ar Da	ıta				22
Rendered by Issue	20	17	20	18	20	19	20	20	20	21		ru -30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	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
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	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
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 Disciplinary Actions**	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
Perf. Eval./ 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
Harassment												
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
Reassignment												
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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data												
Part 8 (cont) Findings of	Previous Fiscal Year Data											2022	
Discrimination Rendered by Issue	2017		20	2018		2019		2020		21	Thru 09-30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	0		0		0		0		0		0		
Appointment/Hire	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	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status*	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	
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 Disciplinary Actions**	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	
Perf. Eval./ 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	
Harassment													
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	
Reassignment													
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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data											
Part 8 (cont) Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											22
	2017		20	2018 20		19 20		20	2021		Thru 09-30	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	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
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	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
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 Disciplinary Actions**	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
Perf. Eval./ 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
Harassment												
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
Reassignment												
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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Day O. Day dive Completely	Comparative Data									
Part 9 Pending Complaints Filed in Previous Fiscal		2022								
Years by Status	2017	2018	2019	2020	2021	Thru 09-30				
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				

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