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

SBA FOR 2ND QUARTER 2023 PERIOD ENDING MARCH 31, 2023

	Comparative Data												
Part 1 Complaint Activity		Previous Fiscal Year Data											
	2018	2019	2020	2021	2022	Thru 03-31							
Number of Complaints Filed	37	17	34	32	37	11							
Number of Complainants	37	17	34	32	37	11							
Repeat Filers	0	0	0	0	0	0							

Daut 2 Comulainte hu Daois			Com	parative I	Data	
Part 2 Complaints by Basis		Previou	is Fiscal Ye	ear Data		
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 03-31
Race	19	8	17	12	15	4
Color	6	2	2	5	8	4
Religion	1	1	2	4	6	1
Reprisal	18	5	10	11	21	6
Sex	5	8	14	13	14	5
PDA	0	1	0	0	0	0
National Origin	9	4	2	5	7	3
Equal Pay Act	0	0	0	0	0	0
Age	12	4	10	13	11	2
Disability	10	7	6	15	16	6
Genetics	0	0	0	1	0	0
Non-EEO	0	0	1	0	1	0

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.	2018	2019	2020	2021	2022	2023 Thru 03-31
Appointment/Hire	7	3	8	3	0	2
Assignment of Duties*	9	0	1	1	2	0
Awards	1	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action					·	
Demotion	0	1	1	0	0	1
Reprimand**	7	2	0	3	2	0
Suspension	2	1	1	0	0	0
Removal	1	0	0	0	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	2	0	1	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	1	0
Perf. Eval./ Appraisal	8	0	1	1	5	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	17	13	14	9	15	3
Sexual	1	2	1	1	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	0	0	0	0	0
Promotion/Non-Selection	2	0	3	2	1	1

Reassignment						
Denied	0	0	0	0	0	0
Directed	3	1	0	1	0	0
Reasonable Accommodation Disability	2	0	2	1	1	1
Reinstatement*	0	0	0	1	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	1	0	0	0
Termination	8	2	4	13	10	3
Terms/Conditions of Employment*	10	4	0	0	3	0
Time and Attendance	3	1	0	1	1	0
Training	6	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	3
User Defined - Other 1*	0	0	1	3	2	0
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	ear Data		2023						
	2018	2019	2020	2021	2022	Thru 03-31						
Complaints pending during fiscal year	1	1		1								
Average number of days in investigation	273.52	356.80	350.89	370.87	332.13	356.13						
Average number of days in final action	48.41	64.38	53.68	74.42	58.32	118.00						
Complaint pending during fiscal year where he	earing was	requeste	d		·							
Average number of days in investigation	281.0	282.80	321.89	367.00	306.09	338.63						
Average number of days in final action	13.44	63.39	21.54	28.80	27.86	61.00						
Complaint pending during fiscal year where he	earing was	not reque	ested									
Average number of days in investigation	257.67	393.80	379.89	375.09	354.15	397.33						
Average number of days in final action	46.14	46.00	139.00	123.80	143.60	129.40						

	Comparative Data										
Part 5 Complaints Dismissed by Agency		Previous	Fiscal Y	ear Data	3	2023					
	2018	2018	2020	2021	2022	Thru 03-31					
Total Complaints Dismissed by Agency	6	0	7	0	1	8					
Average days pending prior to dismissal	121	0	287	0	1362	290.63					
Complaints Wi	thdrawr	n by Com	nplainan	ts							
Total Complaints Withdrawn by Complainants	2	3	2	3	3	1					

				Comp	oarati	ve Da								
Part 6 Total Final Agency Actions			Pr	eviou	ıs Fiso	al Ye	ar Da	ta			20	-		
Finding Discrimination	20	2018		2018 2019		19	20	20	20	21	20	22	Th 03-	-
	#	%	#	%	#	%	#	%	#	%	#	%		
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	Comparative Data											
Discrimination Rendered by Basis			Pr	eviou	ıs Fiso	al Ye	ar Da	ta			-	23
Note: Complaints can be filed alleging multiple bases.The sum of	20	18	2019		2020		2021		2022		Thru 03-31	
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 Fiso	al Yea	ar Dat	a			-	2023 Thru
Note: Complaints can be filed	20	18	20	19	9 2020 2021 2022				03-31			
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												
Discrimination Rendered by Basis			P	revio	us Fiso	cal Yea	ar Dat	а				2023 Thru
Note: Complaints can be filed	20)18	20	2019		2020		2021		22	03-31	
alleging multiple bases.The sum 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	ita			
Part 8 Findings of Discrimination			Pr	eviou	ıs Fiso	cal Ye	ar Da	ita)23
Rendered by Issue	20	18	20	19	20	20	20	21	20	22		nru -31
	#	%	#	%	#	%	#	%	#	%	#	%
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				1	1		1	1	1		1	
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									1		1	1
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	1	1	1	1	1	1	1	1	1	1	1	1
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											2023	
	2018		2019		2020		2021		2022		Thru 03-31		
	#	%	#	%	#	%	#	%	#	%	#	%	
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											2023	
	2018 2		20	019 20		20 20		21	2022		Thru 03-31		
	#	%	#	%	#	%	#	%	#	%	#	%	
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

	Comparative Data											
Part 9 Pending Complaints Filed in Previous Fiscal		2023										
Years by Status	2018	2019	2020	2021	2022	Thru 03-31						
Total complaints from previous Fiscal Years	66	66	26	30	26	64						
Total Complainants	57	59	26	30	26	42						
Number complaints pending												
Investigation	2	4	0	1	0	13						
ROI issued, pending Complainant's action	0	5	3	5	2	7						
Hearing	49	39	19	19	15	18						
Final Agency Action	12	14	2	3	6	3						
Appeal with EEOC Office of Federal Operations	6	7	9	9	9	15						

	Comparative Data										
Part 10 Complaint Investigations		2023									
in congutions	2018	2019	2020	2021	2022	Thru 03-31					
Pending Complaints Where Investigations Exceed Required Time Frames	4	7	14	7	18	11					