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

## SBA FOR 4TH QUARTER 2023 PERIOD ENDING SEPTEMBER 30, 2023

	Comparative Data											
Part 1 Complaint Activity		Previou	ıs Fiscal Ye	ar Data		2023						
	2018	2019	2020	2021	2022	Thru 09-30						
Number of Complaints Filed	37	17	34	32	37	27						
Number of Complainants	37	17	34	32	37	27						
Repeat Filers	0	0	0	0	0	0						

Dant 2 Canadainta ku 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.	2018	2019	2020	2021	2022	2023 Thru 09-30
Race	19	8	17	12	15	13
Color	6	2	2	5	8	7
Religion	1	1	2	4	6	1
Reprisal	18	5	10	11	21	12
Sex	5	8	14	13	14	13
PDA	0	1	0	0	0	0
National Origin	9	4	2	5	7	5
Equal Pay Act	0	0	0	0	0	0
Age	12	4	10	13	11	7
Disability	10	7	6	15	16	15
Genetics	0	0	0	1	0	0
Non-EEO	0	0	1	0	1	0

Dout 2 Compleints by Issue			Compa	rative Da	ta	
Part 3 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 09-30
Appointment/Hire	7	3	8	3	0	4
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	2
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	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	17	13	14	9	15	10
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	3

Reassignment						
Denied	0	0	0	0	0	0
Directed	3	1	0	1	0	0
Reasonable Accommodation Disability	2	0	2	1	1	2
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	4
Terms/Conditions of Employment*	10	4	0	0	3	0
Time and Attendance	3	1	0	1	1	1
Training	6	0	0	0	0	1
Other Terms/Conditions of Employment*	0	0	0	0	0	7
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			2023									
	2018	2019	2020	2021	2022	Thru 09-30						
Complaints pending during fiscal year												
Average number of days in investigation	273.52	356.80	350.89	370.87	332.13	340.29						
Average number of days in final action	48.41	64.38	53.68	74.42	58.32	72.17						
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	338.00						
Average number of days in final action	13.44	63.39	21.54	28.80	27.86	42.71						
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	357.00						
Average number of days in final action	46.14	46.00	139.00	123.80	143.60	90.91						

	Comparative Data										
Part 5 Complaints Dismissed by Agency		Previous	Fiscal Y	ear Data	3	2023					
	2018	2018	2020	2021	2022	Thru 09-30					
Total Complaints Dismissed by Agency	6	0	7	0	1	16					
Average days pending prior to dismissal	121	0	287	0	1362	215.00					
Complaints Wi	thdrawr	by Com	plainan	ts							
Total Complaints Withdrawn by Complainants	2	3	2	3	3	3					

	Comparative Data												
Part 6 Total Final Agency Actions			Pr	eviou	ıs Fisc	al Ye	ar Da	ta			20	_	
Finding Discrimination	2018	2018 2019		19	20	20	20	21	20	22	Th 09-	-	
	#	%	#	%	#	%	#	%	#	%	#	%	
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			_	23 Iru
Note: Complaints can be filed alleging multiple bases. The sum of	20	18	20	19	20	20	20	21	20	22		-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				2023 Thru
Note: Complaints can be filed	20	18	20	19	20	20	20	21	2022		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					C	Compa	rative	e Data	l			
Discrimination Rendered by Basis			P	revio	us Fisc	cal Yea	ar Dat	a				2023 Thru
Note: Complaints can be filed	20	18	20	19	20	20	20	21	20	22		09-30
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.

	Comparative Data												
Part 8 Findings of Discrimination			Pr	eviou	ıs Fiso	cal Ye	ar Da	ıta				23	
Rendered by Issue	20	18	20	19	20	20	20	21	20	22		iru -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 Discrimination Rendered by Issue	Previous Fiscal Year Data											23
	2018 2		20	202		20	0 202		21 202		22 Th	
	#	%	#	%	#	%	#	%	#	%	#	%
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											23
	2018 20		19 2020		20	2021		2022		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

Don't O Don'ding Compleints											
Part 9 Pending Complaints Filed in Previous Fiscal		Previous Fiscal Year Data									
Years by Status	2018	2019	2020	2021	2022	Thru 09-30					
Total complaints from previous Fiscal Years	66	66	26	30	26	45					
Total Complainants	57	59	26	30	26	23					
Number complaints pending											
Investigation	2	4	0	1	0	3					
ROI issued, pending Complainant's action	0	5	3	5	2	2					
Hearing	49	39	19	19	15	12					
Final Agency Action	12	14	2	3	6	6					
Appeal with EEOC Office of Federal Operations	6	7	9	9	9	17					

	Comparative Data										
Part 10 Complaint Investigations		2023									
	2018	2019	2020	2021	2022	Thru 09-30					
Pending Complaints Where Investigations Exceed Required Time Frames	4	7	14	7	18	4					