No FEAR Act EEO Data

Data as of 06/30/2024

Complaint Activity								
Complaint Activity	2019	2020	2021	2022	2023	FY 2024 YTD		
Number of Complaints Filed	43	31	29	27	35	65		
Number of Complainants	39	30	26	24	30	55		
Repeat Filers	3	1	2	1	3	7		

	Cor	nplaints by B	asis			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	FY 2024 YTD
Race	23	15	9	13	16	36
Color	5	4	2	2	5	14
Religion	3	3	1	1	1	6
Reprisal	22	17	13	14	17	34
Sex	21	12	11	7	14	29
PDA ¹	0	0	0	0	0	0
National Origin	7	3	2	5	2	8
Equal Pay Act	1	0	1	1	1	1
Age	18	12	15	14	16	30
Disability	13	7	8	10	7	29
Genetic Information	0	0	0	0	0	0
Non-EEO	3	2	0	3	2	3

¹ PDA - Pregnancy Discrimination Act

Number	of Complai	ints Alleging	Each Type o	of Claim					
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2019	2020	2021	2022	2023	FY 2024 YTD			
Appointment/Hire	3	3	13	9	7	14			
Assignment of Duties	7	3	1	1	0	0			
Awards	1	1	1	1	1	8			
Conversion to Full-time	0	0	0	0	0	0			
Disciplinary Action									
Demotion	1	1	0	0	1	2			
Reprimand	0	2	0	0	1	0			

Removal 4 3 1 2 1 10 Suspension 1 0 0 0 0 1 Warning 2 1 1 0 1 0 Other 0 0 0 0 0 0 0 Duty Hours 1 0 0 0 0 0 0 0 0 Evaluation Appraisal 10 6 4 1 4 6 6 5 1 1 4 6 5 5 1 1 1 2 1 3 1 2 1 3 1 1 1 5 5 11 16 1 1 1 5 5 11 16 1							
Warning 2 1 1 0 1 0 Other 0 0 0 0 0 9 Duty Hours 1 0 0 0 0 0 0 Evaluation Appraisal 10 6 4 1 4 6 Examination Test 0 0 0 0 2 0 1 Mon-Sexual 14 6 8 6 9 27 Sexual 1 4 0 0 1 2 Medical Examination 0 0 0 0 0 0 Pay (Including Overtime) 3 0 1 1 15 Promotion Non-Selection 12 9 6 5 11 16 Denied 2 1 3 3 2 1 Denied 2 1 3 3 2 1 Beasonable Accommodation	Removal	4	3	1	2	1	10
Other 0 <th>Suspension</th> <th>1</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>1</th>	Suspension	1	0	0	0	0	1
Duty Hours 1 0 0 0 0 Evaluation Appraisal 10 6 4 1 4 6 Examination Test 0 0 0 2 0 1 Mon-Sexual 14 6 8 6 9 27 Sexual 1 4 0 0 1 2 Medical Examination 0 0 0 0 0 0 Pay (Including Overtime) 3 0 1 1 1 5 Promotion Non-Selection 12 9 6 5 11 16 Exeasignment Denied 2 1 3 3 2 1 Directed 0 0 0 0 0 0 0 Reasonable Accommodation 3 2.2 2 3 6 Retirement 0 0 0 0 0 0 <t< th=""><th>Warning</th><th>2</th><th>1</th><th>1</th><th>0</th><th>1</th><th>0</th></t<>	Warning	2	1	1	0	1	0
Evaluation Appraisal 10 6 4 1 4 6 Examination Test 0 0 0 2 0 1 Non-Sexual 14 6 8 6 9 27 Sexual 1 4 0 0 1 2 Medical Examination 0 0 0 0 0 0 0 0 Pay (Including Overtime) 3 0 1 1 1 5 Promotion Non-Selection 12 9 6 5 11 16 Eeassignment No 0 0 2 1 4 Reasonable Accommodation 3 2 2 3 6 Reinstatement 0 0 0 0 0 0 0 Retirement 0 0 0 0 0 0 0 0 Set Stereotyping 0 0 0 0	Other	0	0	0	0	0	9
Examination Test 0 0 0 2 0 1 Harassment Harassment Harassment 27 Sexual 14 6 8 6 9 27 Sexual 1 4 0 0 1 2 Medical Examination 0	Duty Hours	1	0	0	0	0	0
Harassment Non-Sexual 14 6 8 6 9 27 Sexual 1 4 0 0 1 2 Medical Examination 0 0 0 0 0 0 0 0 0 Pay (Including Overtime) 3 0 1 1 1 5 5 Promotion Non-Selection 12 9 6 5 11 16 Reassignment Denied 2 1 3 3 2 1 Directed 0 0 2 0 1 4 Reasonable Accommodation 3 2 2 2 3 6 Reinstatement 0	Evaluation Appraisal	10	6	4	1	4	6
Non-Sexual 14 6 8 6 9 27 Sexual 1 4 0 0 1 2 Medical Examination 0 0 0 0 0 0 Pay (Including Overtime) 3 0 1 1 1 5 Promotion Non-Selection 12 9 6 5 11 16 Reassignment Denied 2 1 3 3 2 1 Denied 2 1 3 3 2 1 Directed 0 0 2 0 1 4 Reasonable Accommodation 3 2 2 2 3 6 Reinstatement 0 <th>Examination Test</th> <th>0</th> <th>0</th> <th>0</th> <th>2</th> <th>0</th> <th>1</th>	Examination Test	0	0	0	2	0	1
Sexual 1 4 0 0 1 2 Medical Examination 0 0 0 0 0 0 Pay (Including Overtime) 3 0 1 1 1 5 Promotion Non-Selection 12 9 6 5 11 16 Reassignment Denied 2 1 3 3 2 1 Directed 0 0 2 0 1 4 Reasonable Accommodation 3 2 2 2 3 6 Religious Accommodation 0 0 0 0 0 0 0 Sex Stereotyping 0 0 0 0 0 0 0 Termination 4 3 1 2 4 1 Time and Attendance 7 2 1 0 5 6			Harassment	t			
Medical Examination 0	Non-Sexual	14	6	8	6	9	27
Pay (Including Overtime) 3 0 1 1 1 5 Promotion Non-Selection 12 9 6 5 11 16 Promotion Non-Selection 12 9 6 5 11 16 Reassignment Reassignment 1 1 1 5 Directed 0 0 2 1 3 3 2 1 Beasonable Accommodation 3 2 2 2 3 6 Reinstatement 0 0 0 0 0 0 0 1 1 4 Retirement 0 0 0 0 0 0 0 0 0 0 Sex Stereotyping 0	Sexual	1	4	0	0	1	2
Promotion Non-Selection 12 9 6 5 11 16 Reassignment Denied 2 1 3 3 2 1 Directed 0 0 2 0 1 4 Reasonable Accommodation 3 2 2 2 3 6 Reinstatement 0 0 0 0 0 0 0 0 Religious Accommodation 0 0 0 0 0 0 0 1 Retirement 0 0 0 0 0 0 0 0 Sex Stereotyping 0 0 0 0 0 0 0 0 Termination 4 3 1 2 4 1 Terms/Conditions of Employment 14 8 4 6 10 15 Time and Attendance 7 2 3 3 0 <t< th=""><th>Medical Examination</th><th>0</th><th>0</th><th>0</th><th>0</th><th>0</th><th>0</th></t<>	Medical Examination	0	0	0	0	0	0
Reassignment Denied 2 1 3 3 2 1 Directed 0 0 2 0 1 4 Reasonable Accommodation 3 2 2 2 3 6 Reinstatement 0 0 0 0 0 0 0 0 Religious Accommodation 0 0 0 0 1 0 1 Retirement 0 0 0 0 0 0 0 0 0 Sex Stereotyping 0	Pay (Including Overtime)	3	0	1	1	1	5
Denied 2 1 3 3 2 1 Directed 0 0 2 0 1 4 Reasonable Accommodation 3 2 2 2 3 6 Reinstatement 0 0 0 0 0 0 0 Religious Accommodation 0 0 0 0 1 0 1 Retirement 0	Promotion Non-Selection	12	9	6	5	11	16
Directed 0 0 2 0 1 4 Reasonable Accommodation 3 2 2 2 3 6 Reinstatement 0 0 0 0 0 0 0 Religious Accommodation 0 0 0 0 1 0 1 Retirement 0 0 0 0 0 0 0 0 Sex Stereotyping 0 1 0 <]	Reassignmen	it			
Reasonable Accommodation 3 2 2 2 3 6 Reinstatement 0 0 0 0 0 0 0 Religious Accommodation 0 0 0 0 1 0 1 Retirement 0 0 0 0 0 0 0 0 Sex Stereotyping 0 0 0 0 0 0 0 0 Telework 4 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 1	Denied	2	1	3	3	2	1
Reinstatement000000Religious Accommodation0000101Retirement0000000Sex Stereotyping0000000Telework4100000Termination431241Terms/Conditions of Employment148461015Time and Attendance721056Training323301	Directed	0	0	2	0	1	4
Religious Accommodation 0 0 0 1 0 1 Retirement 0 0 0 0 0 0 0 0 0 Sex Stereotyping 0 0 0 0 0 0 0 0 0 Telework 4 1 0 0 0 0 0 0 Termination 4 3 1 2 4 1 Terms/Conditions of Employment 14 8 4 6 10 15 Time and Attendance 7 2 1 0 5 6 Training 3 2 3 3 0 1	Reasonable Accommodation	3	2	2	2	3	6
Retirement 0 0 0 0 0 0 0 0 Sex Stereotyping 0 0 0 0 0 0 0 0 0 Telework 4 1 0 0 0 0 0 0 0 Termination 4 3 1 2 4 1 Terms/Conditions of Employment 14 8 4 6 10 15 Time and Attendance 7 2 1 0 5 6 Training 3 2 3 3 0 1	Reinstatement	0	0	0	0	0	0
Sex Stereotyping 0 0 0 0 0 0 0 Telework 4 1 0 0 0 0 0 Termination 4 3 1 2 4 1 Terms/Conditions of Employment 14 8 4 6 10 15 Time and Attendance 7 2 1 0 5 6 Training 3 2 3 3 0 1	Religious Accommodation	0	0	0	1	0	1
Telework410000Termination431241Terms/Conditions of Employment148461015Time and Attendance721056Training323301	Retirement	0	0	0	0	0	0
Termination431241Terms/Conditions of Employment148461015Time and Attendance721056Training323301	Sex Stereotyping	0	0	0	0	0	0
Terms/Conditions of Employment 14 8 4 6 10 15 Time and Attendance 7 2 1 0 5 6 Training 3 2 3 3 0 1	Telework	4	1	0	0	0	0
Time and Attendance 7 2 1 0 5 6 Training 3 2 3 3 0 1	Termination	4	3	1	2	4	1
Training 3 2 3 3 0 1	Terms/Conditions of Employment	14	8	4	6	10	15
0	Time and Attendance	7	2	1	0	5	6
Other 0 0 0 0 0 0	Training	3	2	3	3	0	1
	Other	0	0	0	0	0	0

		Processing	Time				
	2018	2019	2020	2021	2022	2023	FY 2024 YTD
	Complain	ts pending d	uring fiscal	year			
Average number of days in investigation	187	201	200	190	227	228	199
Average number of days in final action	32	36	41	28	26	38	40
Complaints	pending duri	ing fiscal yea	r where hea	ring was rec	luested		
Average number of days in investigation	195	202	201	178	223	227	191
Average number of days in final action	27	22	39	23	23	37	43
Complaints p	ending during	g fiscal year	where heari	ng was not r	requested		
Average number of days in investigation	165	197	199	211	231	234	206

Average number of days in final action	39	67	38	43	35	45 37
	Complair	nts Dismisseo	l by Agency			
	2019	2020	2021	2022	2023	FY 2024 YTD
Total Complaints Dismissed by Agency	3	2	5	3	2	7
Average Days pending prior to dismissal	103	109	113	402	101	162

Complaints Withdrawn by Complainants								
	2019	2020	2021	2022	2023	FY 2024 YTD		
Total Withdrawn by Complainants	0	1	2	1	4	0		

Total Final Actions Finding Discrimination								
	2019 2020 2021 2022 2023							
Total Number of Findings	0	1	0	0	0	0		
Without Hearing	0	1	0	0	0	0		
With Hearing	0	0	0	0	0	0		

Find	dings of Disci	rimination R	endered by H	Basis		
Note: Complaints can be filed alleging multiple Bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	FY 2024 YTD
Total Number of Findings	0	1	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	1	0	0	0	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings Without Hearing	0	1	0	0	0	0
Race	0	0	0	0	0	0

Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	1	0	0	0	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Find	lings of Disci	rimination R	endered by l	lssue		
	2019	2020	2021	2022	2023	FY 2024 YTD
Total Number of Findings	0	1	0	0	0	0
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
	Dis	ciplinary Ac	tion			
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination Test	0	0	0	0	0	0
		Harassment				
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion Non-Selection	0	0	0	0	0	0
]	Reassignmen	t			
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	1	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0

Other - User Defined	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
		ciplinary Ac				
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination Test	0	0	0	0	0	0
		Harassment				
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion Non-Selection	0	0	0	0	0	0
		Reassignmer		0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment Time and Attendance	0	0	0	0	0	0
	0	0	0	0	0	0
Training Other - User Defined	0	0	0	0	0	0
other - User Denned	0	0	0	0	0	0
Findings Without Hearing	0	1	0	0	0	0
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
		ciplinary Ac		~	<u> </u>	<u> </u>
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
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Other	0	0	0	0	0	0					
Duty Hours	0	0	0	0	0	0					
Evaluation Appraisal	0	0	0	0	0	0					
Examination Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	0	0	0	0	0	0					
Sexual	0	0	0	0	0	0					
Medical Examination	0	0	0	0	0	0					
Pay Including Overtime	0	0	0	0	0	0					
Promotion Non-Selection	0	0	0	0	0	0					
Reassignment											
Denied	0	0	0	0	0	0					
Directed	0	0	0	0	0	0					
Reasonable Accommodation	0	0	0	0	0	0					
Reinstatement	0	0	0	0	0	0					
Retirement	0	0	0	0	0	0					
Termination	0	0	0	0	0	0					
Terms/Conditions of Employment	0	1	0	0	0	0					
Time and Attendance	0	0	0	0	0	0					
Training	0	0	0	0	0	0					
Other - User Defined	0	0	0	0	0	0					

Pending Complaints Filed in Previous Fiscal Years by Status									
	2019	2020	2021	2022	2023	FY 2024 YTD			
Total Complaints from previous Fiscal Years	41	32	25	19	11	17			
Total Complainants	34	27	22	19	11	16			
Number of Complaints Pending									
Investigation	0	0	0	0	0	0			
ROI issued, pending Complainant's action	1	0	0	0	0	1			
Hearing	36	28	25	19	8	15			
Final Action	4	4	0	0	3	1			
Appeal	4	11	15	7	6	15			
Complaint Investigations									
	2019	2020	2021	2022	2023	FY 2024 YTD			

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Pending Complaints Where Investigations Exceed Required Time Frames

Last Updated 07/31/2024 OMWI@fdic.gov