

This report was generated with a future date. Therefore, the quarter numbers may be incomplete

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## HUD (and below)

For 3rd Quarter 2022 for period ending June 30, 2022

| Complaint Activity         | Comparative Data          |      |      |      |      |               |
|----------------------------|---------------------------|------|------|------|------|---------------|
|                            | Previous Fiscal Year Data |      |      |      |      | 2022Thru06-30 |
|                            | 2017                      | 2018 | 2019 | 2020 | 2021 |               |
| Number of Complaints Filed | 83                        | 93   | 86   | 54   | 43   | 32            |
| Number of Complainants     | 81                        | 90   | 82   | 54   | 41   | 32            |
| Repeat Filers              | 2                         | 3    | 4    | 0    | 2    | 0             |

| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2022Thru06-30 |
| <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   | 37                        | 50   | 49   | 23   | 18   | 7             |
| Color  | 27                        | 28   | 19   | 14   | 12   | 6             |
| Religion   | 4                         | 10   | 8    | 3    | 1    | 4             |
| Reprisal   | 41                        | 44   | 47   | 35   | 32   | 16            |
| Sex  | 37                        | 46   | 40   | 21   | 15   | 11            |
| PDA  | 0                         | 0    | 0    | 0    | 0    | 0             |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin  | 23                               | 17          | 16          | 6           | 2           | 3                    |
| Equal Pay Act  | 7                                | 5           | 5           | 3           | 0           | 0                    |
| Age  | 30                               | 31          | 33          | 20          | 12          | 10                   |
| Disability   | 30                               | 38          | 45          | 28          | 18          | 14                   |
| Genetics   | 1                                | 0           | 2           | 2           | 0           | 0                    |
| Non-EEO  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2022Thru06-30</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2017</b>                      | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> |                      |
| Appointment/Hire   | 6                                | 3           | 6           | 3           | 1           | 1                    |
| Assignment of Duties   | 6                                | 3           | 9           | 6           | 3           | 3                    |
| Awards   | 2                                | 1           | 3           | 1           | 2           | 0                    |
| Conversion to Full Time/Perm Status  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                      |
| Demotion   | 0                                | 0           | 0           | 0           | 1           | 1                    |
| Reprimand  | 2                                | 3           | 3           | 5           | 3           | 2                    |
| Suspension   | 3                                | 3           | 2           | 2           | 1           | 0                    |
| Removal  | 4                                | 2           | 2           | 1           | 1           | 0                    |
| Other  | 1                                | 5           | 5           | 2           | 0           | 1                    |
| Duty Hours   | 1                                | 0           | 1           | 1           | 1           | 0                    |
| Perf. Eval./ Appraisal   | 21                               | 6           | 19          | 16          | 12          | 4                    |
| Examination/Test   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 45                               | 51          | 56          | 33          | 26          | 10                   |

|                                     |    |    |    |    |    |    |
|-------------------------------------|----|----|----|----|----|----|
| Sexual                              | 1  | 3  | 1  | 0  | 0  | 1  |
| Medical Examination                 | 0  | 0  | 0  | 0  | 0  | 0  |
| Pay including overtime              | 0  | 1  | 5  | 1  | 1  | 0  |
| Promotion/Non-Selection             | 10 | 17 | 14 | 14 | 12 | 11 |
| <b>Reassignment</b>                 |    |    |    |    |    |    |
| Denied                              | 2  | 4  | 0  | 0  | 0  | 0  |
| Directed                            | 0  | 2  | 7  | 3  | 1  | 0  |
| Reasonable Accommodation Disability | 15 | 18 | 19 | 15 | 7  | 4  |
| Reinstatement                       | 0  | 0  | 0  | 0  | 0  | 0  |
| Religious Accommodation             | 0  | 1  | 1  | 0  | 0  | 1  |
| Retirement                          | 0  | 2  | 0  | 0  | 0  | 0  |
| Sex-Stereotyping                    | 0  | 1  | 1  | 0  | 0  | 0  |
| Telework                            | 9  | 4  | 13 | 5  | 0  | 0  |
| Termination                         | 2  | 5  | 2  | 1  | 2  | 2  |
| Terms/Conditions of Employment      | 10 | 14 | 15 | 4  | 5  | 1  |
| Time and Attendance                 | 7  | 7  | 15 | 9  | 2  | 3  |
| Training                            | 0  | 4  | 9  | 6  | 3  | 0  |
| <b>Other</b>                        |    |    |    |    |    |    |
| User Defined - Other 1              | 0  | 0  | 0  | 0  | 0  | 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  |

| Processing Time  | Comparative Data          |        |        |        |        |               |
|--|---------------------------|--------|--------|--------|--------|---------------|
|  | Previous Fiscal Year Data |        |        |        |        | 2022Thru06-30 |
|  | 2017                      | 2018   | 2019   | 2020   | 2021   |               |
| Complaints pending during fiscal year                                |                           |        |        |        |        |               |
| Average number of days in investigation                              | 418.92                    | 278.24 | 299.59 | 234.83 | 266.24 | 253.72        |
| Average number of days in final action                               | 180.33                    | 47.11  | 30.96  | 40.38  | 41.23  | 25.00         |
| Complaint pending during fiscal year where hearing was requested     |                           |        |        |        |        |               |
| Average number of days in investigation                              | 323.43                    | 286.03 | 322.89 | 239.55 | 283.46 | 237.31        |
| Average number of days in final action                               | 137.30                    | 48.92  | 18.56  | 30.17  | 25.48  | 25.00         |
| Complaint pending during fiscal year where hearing was not requested |                           |        |        |        |        |               |
| Average number of days in investigation                              | 518.71                    | 210.31 | 253.95 | 231.24 | 236.00 | 296.40        |
| Average number of days in final action                               | 163.12                    | 46.56  | 77.22  | 60.76  | 0      | 0             |
| Complaints Dismissed by Agency                                       | Comparative Data          |        |        |        |        |               |
|  | Previous Fiscal Year Data |        |        |        |        | 2022Thru06-30 |
|  | 2017                      | 2018   | 2019   | 2020   | 2021   |               |
| Total Complaints Dismissed by Agency                                 | 13                        | 18     | 8      | 14     | 6      | 1             |
| Average days pending prior to dismissal                              | 328.46                    | 261.83 | 40.13  | 576.14 | 201.5  | 862           |
| <b>Complaints Withdrawn by Complainants</b>                          |                           |        |        |        |        |               |
| Total Complaints Withdrawn by Complainants                           | 6                         | 5      | 9      | 5      | 10     | 4             |





|   |                                  |          |             |          |             |          |             |          |             |          |                      |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| Non-EEO   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| <b>Findings of Discrimination Rendered by Issue</b> | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                      |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2022Thru06-30</b> |          |
|   | <b>2017</b>                      |          | <b>2018</b> |          | <b>2019</b> |          | <b>2020</b> |          | <b>2021</b> |          |                      |          |
|   | <b>#</b>                         | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>             | <b>%</b> |
| <b>Total Number Findings</b>                        | 0                                |          | 1           |          | 2           |          | 1           |          | 0           |          | 1                    |          |
| Appointment/Hire                                    | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Assignment of Duties                                | 0                                | 0        | 0           | 0        | 1           | 50       | 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        |
| <b>Disciplinary Action</b>                          |                                  |          |             |          |             |          |             |          |             |          |                      |          |
| 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   | 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        | 1                    | 100      |
| Examination/Test                                    | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| <b>Harassment</b>                                   |                                  |          |             |          |             |          |             |          |             |          |                      |          |
| Non-Sexual  | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0           | 0        | 0                    | 0        |
| Sexual  | 0                                | 0        | 0           | 0        | 1           | 50       | 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        | 1           | 100      | 2           | 100      | 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 | 1 | 50 | 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 - User Define                 |   |   |   |   |   |    |   |   |   |   |   |   |
| 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 |
|                                     |   |   |   |   |   |    |   |   |   |   |   |   |
| <b>Findings After Hearing</b>       | 0 |   | 1 |   | 2 |    | 1 |   | 0 |   | 1 |   |
| Appointment/Hire                    | 0 | 0 | 0 | 0 | 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties                | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |







|                                     |   |   |   |   |   |   |   |   |   |   |   |   |
|-------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| Other                               | 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 - User Define                 |   |   |   |   |   |   |   |   |   |   |   |   |

|   |                                  |             |             |             |             |                      |   |   |   |   |   |   |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|---|---|---|---|---|---|
| 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 |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b>  | <b>Comparative Data</b>          |             |             |             |             |                      |   |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2022Thru06-30</b> |   |   |   |   |   |   |
|   | <b>2017</b>                      | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> |                      |   |   |   |   |   |   |
| Total complaints from previous Fiscal Years                         | 98                               | 102         | 99          | 76          | 66          | 79                   |   |   |   |   |   |   |
| Total Complainants  | 96                               | 100         | 95          | 73          | 60          | 68                   |   |   |   |   |   |   |
| <b>Number complaints pending</b>                                    |                                  |             |             |             |             |                      |   |   |   |   |   |   |
| Investigation   | 2                                | 2           | 1           | 7           | 8           | 6                    |   |   |   |   |   |   |
| ROI issued, pending Complainant's action                            | 6                                | 0           | 1           | 0           | 0           | 1                    |   |   |   |   |   |   |
| Hearing   | 84                               | 98          | 87          | 65          | 40          | 49                   |   |   |   |   |   |   |
| Final Agency Action   | 4                                | 3           | 9           | 5           | 4           | 12                   |   |   |   |   |   |   |
| Appeal with EEOC Office of Federal Operations                       | 152                              | 164         | 170         | 176         | 181         | 187                  |   |   |   |   |   |   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |                      |   |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2022Thru06-30</b> |   |   |   |   |   |   |
|   | <b>2017</b>                      | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> |                      |   |   |   |   |   |   |
| Pending Complaints Where Investigations Exceed Required Time Frames | 7                                | 1           | 0           | 18          | 19          | 11                   |   |   |   |   |   |   |