

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

FOR OFFICE(S): HUD (and below)

REPORTING PERIOD BEGINS OCT.1 AND ENDS SEPT.30 - FY 2025

PART I PRE-COMPLAINT ACTIVITIES

A. AND B. INTENTIONALLY LEFT BLANK

Part I section C

|  | COUNSELINGS | INDIVIDUALS |
|--|-------------|-------------|
| C. TOTAL COMPLETED / ENDED COUNSELINGS                               | 170         | 159         |
| C.1. COUNSELED WITHIN 30 DAYS  | 67          | 66          |
| C.2. COUNSELED WITHIN 31 to 90 DAYS                                  | 103         | 101         |
| C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60   | 36          | 36          |
| C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR | 67          | 66          |
| C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY                | 0           | 0           |
| C.3. COUNSELED BEYOND 90 DAYS  | 0           | 0           |
| C.4. COUNSELED DUE TO REMANDS  | 0           | 0           |

Part I section D

|   | COUNSELINGS | INDIVIDUALS |
|---|-------------|-------------|
| D. PRE-COMPLAINT ACTIVITIES   |             |             |
| D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD   | 82          | 69          |
| D.2. INITIATED DURING THE REPORTING PERIOD  | 162         | 151         |
| D.3. COMPLETED/ENDED COUNSELINGS  | 170         | 159         |
| D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)  | 4           | 4           |
| D.3.b. WITHDRAWALS/NO COMPLAINT FILED   | 65          | 63          |
| D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD | 98          | 96          |
| D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD                                  | 3           | 3           |
| D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD   | 74          | 61          |

Part I section E

|   | COUNSELINGS | INDIVIDUALS | AMOUNT |
|---|-------------|-------------|--------|
| E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS (TOTAL) | 0           | 0           | \$0    |
| E.1. COMPENSATORY DAMAGES                             | 0           | 0           | \$0    |
| E.2. BACKPAY/FRONTPAY                                 | 0           | 0           | \$0    |
| E.3. LUMP SUM PAYMENT                                 | 0           | 0           | \$0    |
| E.4. ATTORNEY FEES AND COSTS                          | 0           | 0           | \$0    |
| E.5. OTHER NON-ADR SETTLEMENTS W/ MONETARY BENEFITS   | 0           | 0           | \$0    |

## Part I section F

|   | COUNSELINGS | INDIVIDUALS |
|---|-------------|-------------|
| F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS (TOTAL) | 0           | 0           |
| F.1. HIRES  | 0           | 0           |
| F.2. PROMOTIONS   | 0           | 0           |
| F.3. EXPUNGEMENTS   | 0           | 0           |
| F.4. REASSIGNMENTS  | 0           | 0           |
| F.5. REMOVALS RESCINDED                                   | 0           | 0           |
| F.6. ACCOMMODATIONS                                       | 0           | 0           |
| F.7. TRAINING   | 0           | 0           |
| F.8. APOLOGY  | 0           | 0           |
| F.9. DISCIPLINARY ACTIONS                                 | 0           | 0           |
| F.9.a. RESCINDED  | 0           | 0           |
| F.9.b. MODIFIED   | 0           | 0           |
| F.10. PERFORMANCE EVALUATION MODIFIED                     | 0           | 0           |
| F.11. LEAVE RESTORED                                      | 0           | 0           |
| F.12. NEUTRAL REFERENCE                                   | 0           | 0           |
| F.13. OTHER NON-ADR SETTLEMENTS W/ NON-MONETARY BENEFITS  | 0           | 0           |

## Part I section G

|   | COUNSELINGS | INDIVIDUALS | AMOUNT |
|---|-------------|-------------|--------|
| G. ADR SETTLEMENTS WITH MONETARY BENEFITS (TOTAL) | 2           | 2           | \$8500 |
| G.1. COMPENSATORY DAMAGES                         | 0           | 0           | \$0    |
| G.2. BACKPAY/FRONTPAY                             | 0           | 0           | \$0    |
| G.3. LUMP SUM PAYMENT                             | 1           | 1           | \$3500 |
| G.4. ATTORNEY FEES AND COSTS                      | 0           | 0           | \$0    |
| G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS   | 1           | 1           | \$5000 |

## Part I section H and I

|   | COUNSELINGS | INDIVIDUALS |
|---|-------------|-------------|
| H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS (TOTAL) | 4           | 4           |
| H.1. HIRES  | 0           | 0           |
| H.2. PROMOTIONS                                       | 0           | 0           |
| H.3. EXPUNGEMENTS                                     | 0           | 0           |
| H.4. REASSIGNMENTS                                    | 0           | 0           |
| H.5. REMOVALS RESCINDED                               | 1           | 1           |
| H.6. ACCOMMODATIONS                                   | 0           | 0           |
| H.7. TRAINING   | 0           | 0           |
| H.8. APOLOGY  | 0           | 0           |
| H.9. DISCIPLINARY ACTIONS                             | 1           | 1           |
| H.9.a. RESCINDED                                      | 1           | 1           |
| H.9.b. MODIFIED                                       | 0           | 0           |
| H.10. PERFORMANCE EVALUATION MODIFIED                 | 3           | 3           |
| H.11. LEAVE RESTORED                                  | 1           | 1           |
| H.12. NEUTRAL REFERENCE                               | 0           | 0           |
| H.13. OTHER ADR SETTLEMENTS W/ NON-MONETARY BENEFITS  | 1           | 1           |
| I. NON-ADR SETTLEMENTS TOTAL                          | 0           | 0           |

## PART II - FORMAL COMPLAINT ACTIVITIES

|     |  |
|-----|--|
| 107 | A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD   |
| 107 | B. COMPLAINTS FILED  |
| 4   | C. REMANDS (sum of lines C1+C2+C3)   |
| 1   | C.1. REMANDS (NOT INCLUDED IN A OR B)  |
| 2   | C.2. REMANDS (INCLUDED IN A OR B)  |
| 1   | C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE   |
| 0   | C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS |
| 215 | D. TOTAL COMPLAINTS  |
| 215 | E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED   |
| 98  | F. COMPLAINTS IN LINE E CLOSED DURING REPORTING PERIOD   |
| 0   | G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED   |
| 0   | H. COMPLAINTS IN LINE G CLOSED DURING REPORTING PERIOD   |
| 116 | I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD<br>(Line D - (F+H) + [C2+C3] - C4)            |
| 100 | J. INDIVIDUALS FILING COMPLAINTS (Complainants)  |
| 0   | K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS                                   |

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

Part III section A

|                             | AGENCY NUMBER | AGENCY PERCENT | CONTRACT NUMBER | CONTRACT PERCENT |
|-----------------------------|---------------|----------------|-----------------|------------------|
| A.1. WORKFORCE              |               |                |                 |                  |
| A.1.a. TOTAL WORKFORCE      | 0             |                |                 |                  |
| A.1.b. PERMANENT EMPLOYEES  | 0             |                |                 |                  |
| A.2. COUNSELOR              | 0             |                | 0               |                  |
| A.2.a. FULL-TIME            | 0             | 0.00           | 0               | 0.00             |
| A.2.b. PART-TIME            | 0             | 0.00           | 0               | 0.00             |
| A.2.c. COLLATERAL DUTY      | 0             | 0.00           | 0               | 0.00             |
| A.3. INVESTIGATOR           | 0             |                | 0               |                  |
| A.3.a. FULL-TIME            | 0             | 0.00           | 0               | 0.00             |
| A.3.b. PART-TIME            | 0             | 0.00           | 0               | 0.00             |
| A.3.c. COLLATERAL DUTY      | 0             | 0.00           | 0               | 0.00             |
| A.4. COUNSELOR/INVESTIGATOR | 0             |                | 0               |                  |
| A.4.a. FULL-TIME            | 0             | 0.00           | 0               | 0.00             |
| A.4.b. PART-TIME            | 0             | 0.00           | 0               | 0.00             |
| A.4.c. COLLATERAL DUTY      | 0             | 0.00           | 0               | 0.00             |

**B. AGENCY & CONTRACT STAFF TRAINING**

Part III section B

|   | AGENCY COUNSELORS | CONTRACT COUNSELORS | AGENCY INVESTIGATORS | CONTRACT INVESTIGATORS | AGENCY COUNS/ INVESTIG | CONTRACT COUNS/ INVESTIG |
|---|-------------------|---------------------|----------------------|------------------------|------------------------|--------------------------|
| B.1. Staff - Total                                  | 0                 | 0                   | 0                    | 0                      | 0                      | 0                        |
| B.1.a. New Staff receiving at least 32 hours of     | 0                 | 0                   | 0                    | 0                      | 0                      | 0                        |
| B.1.b. Experienced Staff receiving at least 8 hours | 0                 | 0                   | 0                    | 0                      | 0                      | 0                        |
| B.1.c. Training requirement                         | 0                 | 0                   | 0                    | 0                      | 0                      | 0                        |

**C. REPORTING LINE**

Part III section C.1 and C.1.a

|   |  |
|---|--|
| 1. EEO DIRECTOR'S NAME:                               |  |
| 1.a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? |  |

Part III section C.2, C.3, and C.4

|   | PERSON | TITLE |
|---|--------|-------|
| 2. IF NO, WHO DOES THE EEO DIRECTOR REPORT  |        |       |
| 3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION? |        |       |
| 4. WHO DOES THAT PERSON REPORT TO?  |        |       |

| PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS (Part 1): Counts of Bases from Race to Reprisal per Issue, and totals |                                |             |  |                                |             |                         |       |          |          |                          |                               |                                 |
|--|--------------------------------|-------------|--|--------------------------------|-------------|-------------------------|-------|----------|----------|--------------------------|-------------------------------|---------------------------------|
| Issue  | Race: American Indian / Alaska | Race: Asian | Race: Native Hawaiian / Other Pacific Islander | Race: Black / African American | Race: White | Race: Two or More Races | Color | Religion | Reprisal | Total All Bases by Issue | Total All Complaints by Issue | Total All Complainants by Issue |
| A. Appointment/Hire  | 0                              | 0           | 0  | 0                              | 0           | 0                       | 0     | 0        | 2        | 9                        | 4                             | 4                               |
| C. Awards  | 0                              | 0           | 0  | 0                              | 0           | 0                       | 0     | 0        | 3        | 10                       | 3                             | 3                               |
| E. Disciplinary Action   | 0                              | 0           | 0  | 3                              | 0           | 0                       | 3     | 0        | 11       | 40                       | 14                            | 14                              |
| E.1. Disciplinary Action: Demotion   | 0                              | 0           | 0  | 0                              | 0           | 0                       | 0     | 0        | 0        | 0                        | 0                             | 0                               |
| E.3. Disciplinary Action: Suspension   | 0                              | 0           | 0  | 2                              | 0           | 0                       | 2     | 0        | 5        | 15                       | 5                             | 5                               |
| E.4. Disciplinary Action: Removal  | 0                              | 0           | 0  | 0                              | 0           | 0                       | 0     | 0        | 1        | 7                        | 2                             | 2                               |
| E.6. Other Disciplinary Actions  | 0                              | 0           | 0  | 1                              | 0           | 0                       | 1     | 0        | 5        | 18                       | 7                             | 7                               |
| G. Performance Evaluation/Appraisal  | 0                              | 1           | 0  | 5                              | 2           | 0                       | 5     | 1        | 13       | 65                       | 19                            | 19                              |
| H. Examination/Test  | 0                              | 0           | 0  | 0                              | 0           | 0                       | 0     | 0        | 0        | 0                        | 0                             | 0                               |
| I. Harassment  | 0                              | 0           | 0  | 17                             | 2           | 0                       | 11    | 0        | 29       | 126                      | 39                            | 38                              |
| I.1. Harassment: Non-Sexual  | 0                              | 0           | 0  | 17                             | 2           | 0                       | 11    | 0        | 28       | 123                      | 38                            | 37                              |
| I.2. Harassment: Sexual  |                                |             |  |                                |             |                         |       |          | 1        | 3                        | 2                             | 2                               |
| J. Medical Examination   | 0                              | 0           | 0  | 0                              | 0           | 0                       | 0     | 0        | 0        | 0                        | 0                             | 0                               |
| K. Pay Including Overtime  | 0                              | 0           | 0  | 1                              | 0           | 0                       | 1     | 0        | 1        | 6                        | 1                             | 1                               |
| L. Promotion/Non-Selection   | 0                              | 1           | 0  | 2                              | 0           | 0                       | 1     | 0        | 4        | 19                       | 6                             | 6                               |
| M. Reassignment  | 0                              | 0           | 0  | 0                              | 0           | 1                       | 0     | 0        | 0        | 6                        | 2                             | 2                               |
| N. Reasonable Accommodation  |                                |             |  |                                |             |                         |       |          | 25       | 96                       | 45                            | 43                              |
| P. Religious Accommodation   |                                |             |  |                                |             |                         |       | 0        | 0        | 0                        | 0                             | 0                               |
| R. Sex-Stereotyping  |                                |             |  |                                |             |                         |       |          |          | 1                        | 1                             | 1                               |
| S. Telework  | 0                              | 0           | 1  | 0                              | 1           | 0                       | 1     | 0        | 0        | 6                        | 2                             | 2                               |
| T. Termination   | 0                              | 1           | 0  | 7                              | 0           | 0                       | 5     | 1        | 10       | 54                       | 18                            | 15                              |
| V. Time and Attendance   | 0                              | 0           | 0  | 1                              | 0           | 0                       | 1     | 0        | 6        | 22                       | 8                             | 8                               |
| W. Training  | 0                              | 0           | 0  | 3                              | 0           | 0                       | 1     | 0        | 5        | 17                       | 5                             | 5                               |
| X. Other Terms/Conditions of   | 0                              | 0           | 0  | 7                              | 3           | 3                       | 8     | 1        | 19       | 94                       | 28                            | 28                              |
| Total All Issues by Basis  | 0                              | 3           | 1  | 46                             | 8           | 4                       | 37    | 3        | 124      |                          |                               |                                 |
| Total All Complaints Filed by Basis  | 0                              | 2           | 1  | 27                             | 4           | 3                       | 18    | 1        | 61       |                          |                               |                                 |
| Total All Complaints by Basis  | 0                              | 2           | 1  | 25                             | 4           | 3                       | 17    | 1        | 56       |                          |                               |                                 |

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS (Part 2): Counts of Bases from Sex to Genetic Info per Issue, and totals

| Issue                                | Sex: Male | Sex: Female | sexual orientation / transgender status | Pregnancy | National Origin: Hispanic / Latino | National Origin: Other | Equal Pay: Male | Equal Pay: Female | Age | Disability Mental | Disability Physical | Genetic Info | Total All Bases by Issue | Total All Complaints Issue | Total All Complainants by Issue |
|--------------------------------------|-----------|-------------|---|-----------|------------------------------------|------------------------|-----------------|-------------------|-----|-------------------|---------------------|--------------|--------------------------|----------------------------|---------------------------------|
| A. Appointment / Hire                | 0         | 1           | 0                                       | 0         | 1                                  | 0                      |                 |                   | 1   | 2                 | 2                   | 0            | 9                        | 4                          | 4                               |
| C. Awards                            | 0         | 1           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 1   | 3                 | 2                   | 0            | 10                       | 3                          | 3                               |
| E. Disciplinary Action               | 3         | 3           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 6   | 6                 | 5                   | 0            | 40                       | 14                         | 14                              |
| E.1. Disciplinary Action: Demotion   | 0         | 0           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                        | 0                          | 0                               |
| E.3. Disciplinary Action: Suspension | 1         | 1           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 2   | 2                 | 0                   | 0            | 15                       | 5                          | 5                               |
| E.4. Disciplinary Action: Removal    | 0         | 0           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 2   | 2                 | 2                   | 0            | 7                        | 2                          | 2                               |
| E.6. Other Disciplinary Actions      | 2         | 2           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 2   | 2                 | 3                   | 0            | 18                       | 7                          | 7                               |
| G. Performance Evaluation/Appraisal  | 2         | 7           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 10  | 10                | 9                   | 0            | 65                       | 19                         | 19                              |
| H. Examination/Test                  | 0         | 0           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                        | 0                          | 0                               |
| I. Harassment                        | 3         | 12          | 0                                       | 0         | 0                                  | 2                      |                 |                   | 17  | 18                | 14                  | 1            | 126                      | 39                         | 38                              |
| I.1. Harassment: Non-Sexual          | 3         | 10          | 0                                       | 0         | 0                                  | 2                      |                 |                   | 17  | 18                | 14                  | 1            | 123                      | 38                         | 37                              |
| I.2. Harassment: Sexual              | 0         | 2           | 0                                       | 0         |                                    |                        |                 |                   |     |                   |                     |              | 3                        | 2                          | 2                               |
| J. Medical Examination               | 0         | 0           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                        | 0                          | 0                               |
| K. Pay Including Overtime            | 1         | 0           | 0                                       | 0         | 0                                  | 0                      | 0               | 0                 | 1   | 1                 | 0                   | 0            | 6                        | 1                          | 1                               |
| L. Promotion/Non-Selection           | 1         | 3           | 0                                       | 0         | 0                                  | 1                      |                 |                   | 4   | 0                 | 2                   | 0            | 19                       | 6                          | 6                               |
| M. Reassignment                      | 0         | 1           | 0                                       | 0         | 0                                  | 1                      |                 |                   | 0   | 2                 | 1                   | 0            | 6                        | 2                          | 2                               |
| N. Reasonable Accommodation          |           |             |   | 0         |                                    |                        |                 |                   |     | 33                | 38                  | 0            | 96                       | 45                         | 43                              |
| P. Religious Accommodation           |           |             |   |           |                                    |                        |                 |                   |     |                   |                     |              | 0                        | 0                          | 0                               |
| R. Sex-Stereotyping                  | 0         | 1           | 0                                       |           |                                    |                        |                 |                   |     |                   |                     |              | 1                        | 1                          | 1                               |
| S. Telework                          | 1         | 1           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 1   | 0                 | 0                   | 0            | 6                        | 2                          | 2                               |
| T. Termination                       | 0         | 6           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 4   | 10                | 10                  | 0            | 54                       | 18                         | 15                              |
| V. Time and Attendance               | 1         | 1           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 4   | 5                 | 3                   | 0            | 22                       | 8                          | 8                               |
| W. Training                          | 0         | 2           | 0                                       | 0         | 0                                  | 0                      |                 |                   | 2   | 3                 | 1                   | 0            | 17                       | 5                          | 5                               |
| X. Other Terms/Conditions of         | 4         | 9           | 0                                       | 0         | 1                                  | 2                      |                 |                   | 14  | 13                | 10                  | 0            | 94                       | 28                         | 28                              |
| Total All Issues by Basis            | 16        | 48          | 0                                       | 0         | 2                                  | 6                      | 0               | 0                 | 65  | 100               | 92                  | 1            |                          |                            |                                 |
| Total All Complaints Filed by Basis  | 8         | 25          | 0                                       | 0         | 2                                  | 6                      | 0               | 0                 | 29  | 50                | 55                  | 1            |                          |                            |                                 |
| Total All Complaints by Basis        | 8         | 23          | 0                                       | 0         | 2                                  | 6                      | 0               | 0                 | 27  | 47                | 53                  | 1            |                          |                            |                                 |

| PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1): Counts of Bases from Race to Reprisal per Issue, and totals |  |                |   |                                      |                |                                  |       |          |          |   |                                    |   |  |                                   |  |
|---|--|----------------|---|--------------------------------------|----------------|----------------------------------|-------|----------|----------|---|------------------------------------|---|--|-----------------------------------|--|
| Issue   | Race:<br>American<br>Indian /<br>Alaska Native | Race:<br>Asian | Race: Native<br>Hawaiian /<br>Other Pacific | Race: Black<br>/ African<br>American | Race:<br>White | Race:<br>Two or<br>More<br>Races | Color | Religion | Reprisal | Counseling<br>Settlement<br>Allegations | Counselings<br>Settled by<br>Issue | Individuals<br>Settled with by<br>Issue | Complaint<br>Settlement<br>Allegations | Complaints<br>Settled by<br>Issue | Complainants<br>Settled with by<br>Issue |
| A. Appointment/Hire   | 0  | 0              | 0   | 1                                    | 0              | 0                                | 0     | 0        | 1        | 0                                       | 0                                  | 0                                       | 3                                      | 1                                 | 1  |
| C. Awards   | 0  | 0              | 0   | 1                                    | 0              | 0                                | 1     | 0        | 2        | 0                                       | 0                                  | 0                                       | 7                                      | 2                                 | 2  |
| E. Disciplinary Action  | 0  | 0              | 0   | 2                                    | 0              | 0                                | 0     | 0        | 3        | 0                                       | 0                                  | 0                                       | 8                                      | 3                                 | 3  |
| E.1. Disciplinary Action: Demotion  | 0  | 0              | 0   | 0                                    | 0              | 0                                | 0     | 0        | 0        | 0                                       | 0                                  | 0                                       | 0                                      | 0                                 | 0  |
| E.3. Disciplinary Action: Suspension  | 0  | 0              | 0   | 1                                    | 0              | 0                                | 0     | 0        | 1        | 0                                       | 0                                  | 0                                       | 3                                      | 1                                 | 1  |
| E.4. Disciplinary Action: Removal   | 0  | 0              | 0   | 0                                    | 0              | 0                                | 0     | 0        | 0        | 0                                       | 0                                  | 0                                       | 0                                      | 0                                 | 0  |
| E.6. Other Disciplinary Actions   | 0  | 0              | 0   | 1                                    | 0              | 0                                | 0     | 0        | 2        | 0                                       | 0                                  | 0                                       | 5                                      | 2                                 | 2  |
| G. Performance Evaluation/Appraisal   | 0  | 0              | 0   | 3                                    | 0              | 0                                | 1     | 0        | 4        | 2                                       | 2                                  | 2                                       | 12                                     | 4                                 | 4  |
| H. Examination/Test   | 0  | 0              | 0   | 0                                    | 0              | 0                                | 0     | 0        | 0        | 0                                       | 0                                  | 0                                       | 0                                      | 0                                 | 0  |
| I. Harassment   | 0  | 0              | 0   | 2                                    | 1              | 0                                | 0     | 0        | 6        | 0                                       | 0                                  | 0                                       | 19                                     | 7                                 | 7  |
| I.1. Harassment: Non-Sexual   | 0  | 0              | 0   | 2                                    | 1              | 0                                | 0     | 0        | 6        | 0                                       | 0                                  | 0                                       | 19                                     | 7                                 | 7  |
| I.2. Harassment: Sexual   |  |                |   |                                      |                |                                  |       |          | 0        | 0                                       | 0                                  | 0                                       | 0                                      | 0                                 | 0  |
| J. Medical Examination  | 0  | 0              | 0   | 0                                    | 0              | 0                                | 0     | 0        | 0        | 0                                       | 0                                  | 0                                       | 0                                      | 0                                 | 0  |
| K. Pay Including Overtime   | 0  | 0              | 0   | 0                                    | 1              | 0                                | 0     | 0        | 1        | 0                                       | 0                                  | 0                                       | 2                                      | 1                                 | 1  |
| L. Promotion/Non-Selection  | 0  | 0              | 0   | 1                                    | 1              | 0                                | 0     | 0        | 3        | 0                                       | 0                                  | 0                                       | 8                                      | 4                                 | 4  |
| M. Reassignment   | 0  | 0              | 0   | 0                                    | 0              | 0                                | 0     | 0        | 0        | 0                                       | 0                                  | 0                                       | 1                                      | 1                                 | 1  |
| N. Reasonable Accommodation   |  |                |   |                                      |                |                                  |       |          | 1        | 1                                       | 1                                  | 1                                       | 5                                      | 2                                 | 2  |
| P. Religious Accommodation  |  |                |   |                                      |                |                                  |       | 0        | 0        | 0                                       | 0                                  | 0                                       | 0                                      | 0                                 | 0  |
| R. Sex-Stereotyping   |  |                |   |                                      |                |                                  |       |          |          | 0                                       | 0                                  | 0                                       | 1                                      | 1                                 | 1  |
| S. Telework   | 0  | 0              | 0   | 1                                    | 0              | 0                                | 1     | 0        | 0        | 0                                       | 0                                  | 0                                       | 2                                      | 1                                 | 1  |
| T. Termination  | 0  | 0              | 0   | 0                                    | 0              | 0                                | 0     | 0        | 1        | 2                                       | 1                                  | 1                                       | 0                                      | 0                                 | 0  |
| V. Time and Attendance  | 0  | 0              | 0   | 0                                    | 0              | 0                                | 0     | 0        | 0        | 0                                       | 0                                  | 0                                       | 0                                      | 0                                 | 0  |
| W. Training   | 0  | 0              | 0   | 0                                    | 0              | 0                                | 0     | 0        | 1        | 0                                       | 0                                  | 0                                       | 2                                      | 1                                 | 1  |
| X. Other Terms/Conditions of  | 0  | 0              | 0   | 1                                    | 0              | 0                                | 0     | 0        | 3        | 0                                       | 0                                  | 0                                       | 9                                      | 3                                 | 3  |
| 1. Counseling Settlement Allegations  | 0  | 0              | 0   | 1                                    | 0              | 0                                | 0     | 0        | 2        |   |                                    |   |  |                                   |  |
| 1.A. Counselings Settled  | 0  | 0              | 0   | 1                                    | 0              | 0                                | 0     | 0        | 2        |   |                                    |   |  |                                   |  |
| 1.B. Counselees Settled With  | 0  | 0              | 0   | 1                                    | 0              | 0                                | 0     | 0        | 2        |   |                                    |   |  |                                   |  |
| 2. Complaint Settlement Allegations   | 0  | 0              | 0   | 11                                   | 3              | 0                                | 3     | 0        | 24       |   |                                    |   |  |                                   |  |
| 2.A. Complaints Settled   | 0  | 0              | 0   | 3                                    | 1              | 0                                | 1     | 0        | 9        |   |                                    |   |  |                                   |  |
| 2.B. Complainants Settled With  | 0  | 0              | 0   | 3                                    | 1              | 0                                | 1     | 0        | 9        |   |                                    |   |  |                                   |  |

| PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2): Counts of Bases from Sex to Genetic Info per Issue, and totals |           |             |   |           |                             |                        |                 |                   |     |                   |                     |              |                                 |                              |                                   |                                  |                             |                                    |
|--|-----------|-------------|---|-----------|-----------------------------|------------------------|-----------------|-------------------|-----|-------------------|---------------------|--------------|---------------------------------|------------------------------|-----------------------------------|----------------------------------|-----------------------------|------------------------------------|
| Issue  | Sex: Male | Sex: Female | sexual orientation / transgender status | Pregnancy | National Origin: Hispanic / | National Origin: Other | Equal Pay: Male | Equal Pay: Female | Age | Disability Mental | Disability Physical | Genetic Info | Counseling Settlement Allegatio | Counselings Settled by Issue | Individuals Settled with by Issue | Complaint Settlement Allegations | Complaints Settled by Issue | Complainants Settled with by Issue |
| A. Appointment/Hire  | 1         | 0           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                               | 0                            | 0                                 | 3                                | 1                           | 1                                  |
| C. Awards  | 0         | 1           | 0                                       | 1         | 0                           | 0                      |                 |                   | 0   | 1                 | 0                   | 0            | 0                               | 0                            | 0                                 | 7                                | 2                           | 2                                  |
| E. Disciplinary Action   | 1         | 1           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 1                 | 0                   | 0            | 0                               | 0                            | 0                                 | 8                                | 3                           | 3                                  |
| E.1. Disciplinary Action: Demotion   | 0         | 0           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                               | 0                            | 0                                 | 0                                | 0                           | 0                                  |
| E.3. Disciplinary Action: Suspension   | 1         | 0           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                               | 0                            | 0                                 | 3                                | 1                           | 1                                  |
| E.4. Disciplinary Action: Removal  | 0         | 0           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                               | 0                            | 0                                 | 0                                | 0                           | 0                                  |
| E.6. Other Disciplinary Actions  | 0         | 1           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 1                 | 0                   | 0            | 0                               | 0                            | 0                                 | 5                                | 2                           | 2                                  |
| G. Performance Evaluation/Appraisal  | 0         | 3           | 0                                       | 1         | 0                           | 0                      |                 |                   | 0   | 1                 | 1                   | 0            | 2                               | 2                            | 2                                 | 12                               | 4                           | 4                                  |
| H. Examination/Test  | 0         | 0           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                               | 0                            | 0                                 | 0                                | 0                           | 0                                  |
| I. Harassment  | 0         | 4           | 0                                       | 1         | 0                           | 0                      |                 |                   | 0   | 3                 | 2                   | 0            | 0                               | 0                            | 0                                 | 19                               | 7                           | 7                                  |
| I.1. Harassment: Non-Sexual  | 0         | 4           | 0                                       | 1         | 0                           | 0                      |                 |                   | 0   | 3                 | 2                   | 0            | 0                               | 0                            | 0                                 | 19                               | 7                           | 7                                  |
| I.2. Harassment: Sexual  | 0         | 0           | 0                                       | 0         |                             |                        |                 |                   |     |                   |                     |              | 0                               | 0                            | 0                                 | 0                                | 0                           | 0                                  |
| J. Medical Examination   | 0         | 0           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                               | 0                            | 0                                 | 0                                | 0                           | 0                                  |
| K. Pay Including Overtime  | 0         | 0           | 0                                       | 0         | 0                           | 0                      | 0               | 0                 | 0   | 0                 | 0                   | 0            | 0                               | 0                            | 0                                 | 2                                | 1                           | 1                                  |
| L. Promotion/Non-Selection   | 0         | 1           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 1                 | 1                   | 0            | 0                               | 0                            | 0                                 | 8                                | 4                           | 4                                  |
| M. Reassignment  | 0         | 0           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 1                 | 0                   | 0            | 0                               | 0                            | 0                                 | 1                                | 1                           | 1                                  |
| N. Reasonable Accommodation  |           |             |   | 0         |                             |                        |                 |                   |     | 2                 | 3                   | 0            | 1                               | 1                            | 1                                 | 5                                | 2                           | 2                                  |
| P. Religious Accommodation   |           |             |   |           |                             |                        |                 |                   |     |                   |                     |              | 0                               | 0                            | 0                                 | 0                                | 0                           | 0                                  |
| R. Sex-Stereotyping  | 0         | 1           | 0                                       |           |                             |                        |                 |                   |     |                   |                     |              | 0                               | 0                            | 0                                 | 1                                | 1                           | 1                                  |
| S. Telework  | 0         | 0           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                               | 0                            | 0                                 | 2                                | 1                           | 1                                  |
| T. Termination   | 0         | 0           | 0                                       | 0         | 1                           | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 2                               | 1                            | 1                                 | 0                                | 0                           | 0                                  |
| V. Time and Attendance   | 0         | 0           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 0                 | 0                   | 0            | 0                               | 0                            | 0                                 | 0                                | 0                           | 0                                  |
| W. Training  | 0         | 0           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 1                 | 0                   | 0            | 0                               | 0                            | 0                                 | 2                                | 1                           | 1                                  |
| X. Other Terms/Conditions of   | 0         | 2           | 0                                       | 0         | 0                           | 0                      |                 |                   | 0   | 2                 | 1                   | 0            | 0                               | 0                            | 0                                 | 9                                | 3                           | 3                                  |
| 1. Counseling Settlement Allegations   | 0         | 0           | 0                                       | 0         | 1                           | 0                      | 0               | 0                 | 0   | 0                 | 1                   | 0            |                                 |                              |                                   |                                  |                             |                                    |
| 1.A. Counselings Settled   | 0         | 0           | 0                                       | 0         | 1                           | 0                      | 0               | 0                 | 0   | 0                 | 1                   | 0            |                                 |                              |                                   |                                  |                             |                                    |
| 1.B. Counselees Settled With   | 0         | 0           | 0                                       | 0         | 1                           | 0                      | 0               | 0                 | 0   | 0                 | 1                   | 0            |                                 |                              |                                   |                                  |                             |                                    |
| 2. Complaint Settlement Allegations  | 2         | 13          | 0                                       | 3         | 0                           | 0                      | 0               | 0                 | 0   | 13                | 7                   | 0            |                                 |                              |                                   |                                  |                             |                                    |
| 2.A. Complaints Settled  | 1         | 4           | 0                                       | 1         | 0                           | 0                      | 0               | 0                 | 0   | 6                 | 4                   | 0            |                                 |                              |                                   |                                  |                             |                                    |
| 2.B. Complainants Settled With   | 1         | 4           | 0                                       | 1         | 0                           | 0                      | 0               | 0                 | 0   | 6                 | 4                   | 0            |                                 |                              |                                   |                                  |                             |                                    |





## PART V - SUMMARY OF CLOSURES BY STATUTE

### A. STATUTE

69

A.1. TITLE VII

1

A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)

22

A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

46

A.3. REHABILITATION ACT

0

A.4. EQUAL PAY ACT (EPA)

2

A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

### B. TOTAL BY STATUTES

140

NUMBER MAY BE LARGER THAN TOTAL COMPLAINTS CLOSED (A.1 + A.1.a + A.2 + A.3 + A.4 +

**PART VI: SUMMARY OF CLOSURES BY CATEGORY**

Part VI sections A, B, C, and D

|   | TOTAL NUMBER | TOTAL DAYS | AVERAGE DAYS |
|---|--------------|------------|--------------|
| A. TOTAL NUMBER OF CLOSURES (1+2+3)   | 98           | 29106      | 297.00       |
| A.1. WITHDRAWALS (a+b)  | 16           | 3018       | 188.63       |
| A.1.a. NON-ADR WITHDRAWALS  | 16           | 3018       | 188.63       |
| A.1.b. ADR WITHDRAWALS  | 0            | 0          | 0.00         |
| A.2. SETTLEMENTS  | 13           | 3673       | 282.54       |
| A.2.a. NON-ADR SETTLEMENTS  | 12           | 3490       | 290.83       |
| A.2.b. ADR SETTLEMENTS  | 1            | 183        | 183.00       |
| A.3. FINAL AGENCY ACTIONS (B+C)   | 69           | 29277      | 424.30       |
| B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)                    | 49           | 9714       | 198.24       |
| B.1 FINDING DISCRIMINATION  | 0            | 0          | 0.00         |
| B.2. FINDING NO DISCRIMINATION  | 32           | 9018       | 281.81       |
| B.3. DISMISSAL OF COMPLAINTS  | 17           | 696        | 40.94        |
| C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)                       | 20           | 19563      | 978.15       |
| C.1. AJ DECISION FULLY IMPLEMENTED (a+b+c)  | 20           | 19563      | 978.15       |
| C.1.a. FINDING DISCRIMINATION   | 0            | 0          | 0.00         |
| C.1.b. FINDING NO DISCRIMINATION  | 20           | 19563      | 978.15       |
| C.1.c. DISMISSAL OF COMPLAINTS  | 0            | 0          | 0.00         |
| C.2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)  | 0            | 0          | 0.00         |
| C.2.a. FINDING DISCRIMINATION (i+ii+iii)  | 0            | 0          | 0.00         |
| C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY   | 0            | 0          | 0.00         |
| C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING  | 0            | 0          | 0.00         |
| C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY  | 0            | 0          | 0.00         |
| C.2.b. FINDING NO DISCRIMINATION  | 0            | 0          | 0.00         |
| C.2.c. DISMISSAL OF COMPLAINTS  | 0            | 0          | 0.00         |
| D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)  | 32           | 2030       | 63.44        |
| D.1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)  | 13           | 980        | 75.38        |
| D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST                             | 7            | 240        | 34.29        |
| D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST                      | 6            | 740        | 123.33       |
| D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)   | 12           | 766        | 63.83        |
| D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD                      | 9            | 222        | 24.67        |
| D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD               | 3            | 544        | 181.33       |
| D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)        | 2            | 67         | 33.50        |
| D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE       | 2            | 67         | 33.50        |
| D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE | 0            | 0          | 0.00         |
| D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)                                     | 5            | 217        | 43.40        |
| D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION                                   | 3            | 27         | 9.00         |
| D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION                                | 2            | 190        | 95.00        |

**PART VII - SUMMARY OF FORMAL COMPLAINT CLOSED BY TYPES OF BENEFITS**

Part VII section A, B, E

|   | NUMBER | AMOUNT |
|---|--------|--------|
| A. TOTAL COMPLAINTS CLOSED WITH BENEFITS                    | 13     |        |
| B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT     | 8      | 197750 |
| B.1 BACK PAY/FRONT PAY                                      | 0      | 0      |
| B.2. LUMP SUM PAYMENT                                       | 6      | 112000 |
| B.3. COMPENSATORY DAMAGES                                   | 2      | 64250  |
| B.4. ATTORNEY FEES AND COSTS                                | 3      | 21500  |
| B.5. OTHER MONETARY BENEFITS                                | 0      | 0      |
| D. INTENTIONALLY LEFT BLANK                                 |        |        |
| E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT | 10     |        |

Part VII section F

| F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES | NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL | NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS |
|---|--|---|
| F.1 HIRES                                     | 0  | 0   |
| F.2. PROMOTIONS                               | 1  | 1   |
| F.3. EXPUNGEMENTS                             | 0  | 0   |
| F.4. REASSIGNMENTS                            | 1  | 1   |
| F.5. REMOVALS RESCINDED                       | 0  | 0   |
| F.6. ACCOMMODATIONS                           | 0  | 0   |
| F.7. TRAINING                                 | 0  | 0   |
| F.8. APOLOGY                                  | 0  | 0   |
| F.9. DISCIPLINARY ACTIONS                     | 1  | 0   |
| F.9.a. RESCINDED                              | 1  | 0   |
| F.9.b. MODIFIED                               | 0  | 0   |
| F.10. PERFORMANCE EVALUATION MODIFIED         | 0  | 1   |
| F.11. LEAVE RESTORED                          | 3  | 1   |
| F.12. NEUTRAL REFERENCE                       | 0  | 0   |
| F.13. OTHER NON-MONETARY BENEFITS             | 2  | 2   |

## PART VIII: SUMMARY OF PENDING COMPLAINTS BY CATEGORY

### Part VIII section A

|  | NUMBER PENDING | NUMBER OF DAYS | AVERAGE DAYS | DAYS PENDING OLDEST CASE | OLDEST DOCKET # |
|--|----------------|----------------|--------------|--------------------------|-----------------|
| A. TOTAL COMPLAINTS PENDING (same as Part II Line I)   | 116            | 57819          |              |                          |                 |
| A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION           | 2              | 16466          | 8233.00      | 8912                     |                 |
| A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS   | 3              | 15             | 5.00         | 7                        |                 |
| A.2. COMPLAINTS PENDING IN INVESTIGATION               | 32             | 2730           | 85.31        | 309                      |                 |
| A.2.a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE | 2              | 502            | 251.00       | 309                      |                 |
| A.3. COMPLAINTS PENDING IN HEARINGS                    | 67             | 31567          | 471.15       | 1125                     | 560-2023-00213X |
| A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION          | 12             | 7041           | 586.75       | 1506                     |                 |

## PART IX: SUMMARY OF INVESTIGATIONS COMPLETED

### Part IX section A. AGENCY AND CONTACT INVESTIGATIONS

|  | TOTAL    | TOTAL DAYS | AVERAGE |
|--|----------|------------|---------|
| A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)  | 93       | 17182      | 184.75  |
| A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (A+B+C)  | 0        | 0          | 0.00    |
| A.1.a. AGENCY INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS | 0        | 0          | 0.00    |
| A.1.b. AGENCY INVESTIGATIONS COMPLETED IN 181-360 DAYS     | 0        | 0          | 0.00    |
| A.1.b.1. TIMELY COMPLETED AGENCY INVESTIGATIONS            | 0        | 0          | 0.00    |
| A.1.b.2. UNTIMELY COMPLETED AGENCY INVESTIGATIONS          | 0        | 0          | 0.00    |
| A.1.c. AGENCY INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS | 0        | 0          | 0.00    |
| A.2. COST OF AGENCY INVESTIGATIONS                         | 0        |            | 0       |
| A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS (A+B+C)       | 93       | 17182      | 184.75  |
| A.3.a. CONTRACT INVESTIGATIONS COMPLETED IN 180 DAYS OR    | 57       | 8269       | 145.07  |
| A.3.b. CONTRACT INVESTIGATIONS COMPLETED IN 181-360 DAYS   | 36       | 8913       | 247.58  |
| A.3.b.1. TIMELY COMPLETED CONTRACT INVESTIGATIONS          | 36       | 8913       | 247.58  |
| A.3.b.2. UNTIMELY COMPLETED CONTRACT INVESTIGATIONS        | 0        | 0          | 0.00    |
| A.3.c. CONTRACT INVESTIGATIONS COMPLETED IN 361 OR MORE    | 0        | 0          | 0.00    |
| A.4. COST OF CONTRACTOR INVESTIGATIONS                     | 352234.5 |            | 3787.47 |

**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES  
INFORMAL PHASE PRE-COMPLAINT**

**A. INTENTIONALLY LEFT BLANK**

Part X Section B

| B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS | COUNSELINGS | INDIVIDUALS |
|---|-------------|-------------|
| B.1. ADR OFFERED BY AGENCY                    | 104         | 102         |
| B.2. REJECTED BY INDIVIDUAL (COUNSELEE)       | 31          | 31          |
| B.3. INTENTIONALLY LEFT BLANK                 |             |             |
| B.4. TOTAL ACCEPTED INTO ADR PROGRAM          | 73          | 72          |

Part X Section C

|   | COUNSELINGS | INDIVIDUALS |
|---|-------------|-------------|
| C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS) | 40          | 40          |
| C.1. INHOUSE  | 0           | 0           |
| C.2. EXTERNAL   | 40          | 40          |
| C.4. MULTIPLE RESOURCES USED                                  | 0           | 0           |

Part X Section E

| E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS                        | COUNSELINGS | INDIVIDUALS | DAYS | AVERAGE DAYS |
|--|-------------|-------------|------|--------------|
| E.1. TOTAL CLOSED  | 73          | 72          | 2777 | 38.04        |
| E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)                 | 4           | 4           | 198  | 49.50        |
| E.1.b. NO FORMAL COMPLAINT FILED   | 22          | 22          | 763  | 34.68        |
| E.1.c. COMPLAINT FILED   |             |             |      |              |
| E.1.c.i. NO RESOLUTION   | 24          | 24          | 940  | 39.17        |
| E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)                                  | 20          | 20          | 771  | 38.55        |
| E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD | 3           | 3           | 105  | 35.00        |

**PART XI: SUMMARY OF ADR PROGRAM ACTIVITIES - FORMAL PHASE (COMPLAINT FILED)**

**Part XI Section B**

| B. ADR ACTIONS IN COMPLAINT CLOSURES | COMPLAINTS | COMPLAINANTS |
|--------------------------------------|------------|--------------|
| B.1 ADR OFFERED BY AGENCY            | 2          | 2            |
| B.2. REJECTED BY COMPLAINANT         | 1          | 1            |
| B.4 TOTAL ACCEPTED INTO ADR PROGRAM  | 1          | 1            |

**Part XI Section C**

|  | COMPLAINTS | COMPLAINANTS |
|--|------------|--------------|
| C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS) | 1          | 1            |
| C.1. IN HOUSE  | 0          | 0            |
| C.2. EXTERNAL  | 1          | 1            |
| C.4. MULTIPLE RESOURCES USED                         | 0          | 0            |

**Part XI Section E**

| E. STATUS OF CASES IN COMPLAINT CLOSURES            | COMPLAINTS | COMPLAINANTS | DAYS | AVERAGE |
|---|------------|--------------|------|---------|
| E.1. TOTAL CLOSED                                   | 1          | 1            | 57   | 57.00   |
| E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non- | 1          | 1            | 57   | 57.00   |
| E.1.b. WITHDRAWAL FROM EEO PROCESS                  | 0          | 0            | 0    | 0.00    |
| E.1.c. NO RESOLUTION                                | 0          | 0            | 0    | 0.00    |
| E.1.d. NO ADR ATTEMPT                               | 0          | 0            | 0    | 0.00    |

**Part XI Section F.1**

| F. BENEFITS RECEIVED - MONETARY | COMPLAINTS | COMPLAINANTS | AMOUNT  |
|---------------------------------|------------|--------------|---------|
| F.1. MONETARY (INSERT TOTALS)   | 1          | 1            | \$38750 |
| F.1.a. COMPENSATORY DAMAGES     | 1          | 1            | \$29250 |
| F.1.b. BACKPAY/FRONTPAY         | 0          | 0            | \$0     |
| F.1.c. LUMP SUM                 | 0          | 0            | \$0     |
| F.1.d. ATTORNEY FEES AND COSTS  | 1          | 1            | \$9500  |
| F.1.e. OTHER MONETARY BENEFITS  | 0          | 0            | \$0     |

**Part XI Section F.2**

| F.2. BENEFITS RECEIVED - NON-MONETARY  | COMPLAINTS | COMPLAINANTS |
|--|------------|--------------|
| F.2. NON-MONETARY                      | 0          | 0            |
| F.2.a. HIRES                           | 0          | 0            |
| F.2.b. PROMOTIONS                      | 0          | 0            |
| F.2.c. EXPUNGEMENTS                    | 0          | 0            |
| F.2.d. REASSIGNMENTS                   | 0          | 0            |
| F.2.e. REMOVALS RESCINDED              | 0          | 0            |
| F.2.f. ACCOMMODATIONS                  | 0          | 0            |
| F.2.g. TRAINING                        | 0          | 0            |
| F.2.h. APOLOGY                         | 0          | 0            |
| F.2.i. DISCIPLINARY ACTIONS            | 0          | 0            |
| F.2.i.i. RESCINDED                     | 0          | 0            |
| F.2.i.ii. MODIFIED                     | 0          | 0            |
| F.2.j. PERFORMANCE EVALUATION MODIFIED | 0          | 0            |
| F.2.k. LEAVE RESTORED                  | 0          | 0            |
| F.2.l. NEUTRAL REFERENCE               | 0          | 0            |
| F.2.m. OTHER NON-MONETARY BENEFITS     | 0          | 0            |

**PART XII: SUMMARY OF EEO ADR PROGRAM ACTIVITIES - EEO ADR RESOURCES**

|   |        |
|---|--------|
| A. NO LONGER COLLECTED  |        |
| B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR  | 0      |
| C. RESOURCES THAT MANAGE EEO ADR PROGRAM<br>(DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.) | 0      |
| C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)   | 0      |
| C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)   | 0      |
| C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)   | 0      |
| C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)  | 0      |
| D. EEO ADR FUNDING SPENT  | \$0.00 |

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER \_\_\_\_\_

E.2. TITLE \_\_\_\_\_

E.3. TELEPHONE NUMBER \_\_\_\_\_

E.4. EMAIL \_\_\_\_\_

F. EEO ADR PROGRAM INFORMATION

F.1. Does the agency require the alleged responsible management official to \_\_\_\_\_

F.1.a. If yes, is there a written policy requiring the participation? \_\_\_\_\_

F.2. Does the alleged responsible management official have a role in deciding if the case \_\_\_\_\_

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period 10/01/2024 through 09/30/2025, is accurate and complete.

NAME OF CERTIFYING OFFICIAL: \_\_\_\_\_

TITLE OF CERTIFYING OFFICIAL: \_\_\_\_\_

TELEPHONE NUMBER: \_\_\_\_\_

E-MAIL: \_\_\_\_\_

SIGNATURE OF CERTIFYING OFFICIAL:  
(Enter PIN to serve as your electronic) \_\_\_\_\_

DATE: \_\_\_\_\_

NAME OF PREPARER: \_\_\_\_\_

TITLE OF PREPARER: \_\_\_\_\_

TELEPHONE NUMBER: \_\_\_\_\_

E-MAIL: \_\_\_\_\_

DATE: \_\_\_\_\_