

**Fiscal Year (FY) 2024
Notification and Federal Employee Antidiscrimination and Retaliation
(No FEAR) Report**



**ANNUAL REPORT TO CONGRESS
U.S. Department of Housing and Urban Development**

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Introduction

The U.S. Department of Housing and Urban Development (HUD/Department) was created as part of President Lyndon B. Johnson's War on Poverty and established as a Cabinet Department by the Department of Housing and Urban Development Act (42 U.S.C. 3532-3537), effective November 9, 1965.

HUD is responsible for national policy and programs that address America's housing needs, that improve and develop the Nation's communities and enforce fair housing laws. HUD's business is helping to create a decent home and suitable living environment for all Americans, and it has given America's communities a strong national voice at the Cabinet level. HUD plays a major role in supporting homeownership by underwriting homeownership for lower and moderate-income families through its mortgage insurance programs.

Purpose of Report

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174,¹ was enacted to reduce the incidence of workplace discrimination within the Federal Government by holding Federal agencies accountable for violations of Federal antidiscrimination and whistleblower protection laws.²

The No FEAR Act requires each agency to submit to Congress, the U.S. Equal Employment Opportunity Commission (EEOC), the U.S. Department of Justice (DOJ), and the U.S. Office of Personnel Management (OPM), an annual report that outlines actions taken to ensure accountability for antidiscrimination and whistleblower laws related to employment.³

This report represents HUD's actions taken for FY 2024 (October 1, 2023, through September 30, 2024). The data for the fourth quarter of FY 2024 and prior fiscal years are located at https://www.hud.gov/program_offices/eo/nofearactfy.

Office of Departmental Equal Employment Opportunity (ODEEO)

ODEEO has delegated responsibility for HUD's EEO program. ODEEO leads efforts to ensure that the HUD complies with all federal EEO laws and related civil rights protections. ODEEO administers an EEO complaint process pursuant to EEOC regulation at 29 C.F.R. §1614 and EEOC Management Directive 110, and provides a neutral forum for discussion, investigation, and resolution of all EEO matters. ODEEO educates the workforce on employee rights and responsibilities in the EEO process. ODEEO also provides leadership, direction, and guidance to carry out HUD's responsibilities according to Federal laws, statutes, regulations, and policies to establish and maintain a Model EEO Program. ODEEO's mission is to foster a work environment that is free from discrimination and promotes fair, and equal employment opportunities.

¹ *The Elijah E. Cummings Federal Employee Antidiscrimination Act, which was enacted in January 2021, amends the No FEAR Act.*

² *See Pub. L. No. 107-174, 116 Stat. 566 (2002)*

See Pub. L. No. 107-174, §203(a)(1); see also 5 Code of Federal Regulations (C.F.R.) §724.302(a). Appendix A to this report sets forth the No FEAR Act statutory and regulatory reporting requirements in full.⁴ See Appendix B to this report for HUD's FY 2023 year-end data along with comparative data for FY 2018 to 2022. Appendix B includes prior FYs data, consistent with the EEOC's No FEAR data reporting requirements.

FY 2024 EEO Complaint Data and Analysis⁴

Pre-Complaint Data

Pre-complaints (i.e., informal complaints) are not a required element of the No FEAR Act quarterly data reports but are included here to present an overall analysis of the trend for EEO complaint activity. Filings of informal EEO complaints fluctuated up and down from FY 2020 to FY 2023 with FY 2024 having the most significant increase in pre-complaint activity. FYs 2020 and 2022 experienced the same complaint activity levels (104) and the complaint activity for FY 2024 (163) represents a 56.73% increase in filings in comparison to those FYs. FY 2024's increase compared to FY 2021 (77) was 111.68% and FY 2023 (96) was 69.79%. Per Table 1, FY2024 (163) comparative to FYs 2020 (104), 2021 (77), 2022 (104) and FY 2023 (96), realized a 59, 86, 59 and 67 increase in complaint filings, respectively.

In FY 2024, the Alternative Dispute Resolution (ADR) rate was 52.15% (85 out of 163), a 214.81% increase from FY 2023. From 2020 to 2022, the number of ADR cases fluctuated, with a decline in 2022 (14 cases, a 39.13% decrease from 2021). However, the number of ADR cases elected⁵ increased in 2023, rising to 27, a 92.86% increase from 2022. This upward trend continued in 2024, suggesting a shift toward ADR as a method for resolving pre-complaint issues (See Table 1.)

Table 1. Pre-Complaints closed and ADR Elected in FY 2020 through 2024

Pre-complaint Activity	2020	2021	2022	2023	2024
Closed	104	77	104	96	163
Elected ADR	28	23	14	27	85
Participation Rate	26.92%	29.87%	13.46%	28.13%	52.15%

Formal Complaint Data

Using data from the Department's information management systems for EEO complaint processing (e.g., Entellitrak (ETK), this section highlights trends in formal EEO complaints filed.⁶ As Table 2 below shows, Complainants filed 92 formal EEO complaints in FY 2024. That is a 43.75% increase from FY 2023 where 64 formal EEO complaints were filed. In Table 2, formal complaint trends mirrored informal complaint trends by fluctuating between FY 2020 and FY 2024 and are commensurate with the trending pre-complaint filing increase. In FY 2023 relative to FY 2022, HUD experienced an increase in formal complaints filings as employees returned physically back to the office from a full time telework status due to the pandemic, and this dynamic also contributed to the increased complaint filings for FY 2024. The trend of decreasing formal complaint filings turned in FY 2022 when filings dropped from 62 in FY 2020 to 44 in FY 2021 and then increased in FY 2022 to 57 and continued to increase for FYs 2023 and 2024. FY 2024 had the most significant increase in formal complaint activity.

⁴ See Appendix B to this report for HUD's FY 2023 year-end data along with comparative data for FY 2018 to 2022. Appendix B includes prior FYs data, consistent with the EEOC's No FEAR data reporting requirements.

⁵ Employees are given the option to participate in ADR or traditional counseling to resolve their informal complaint.

⁶ The data is current as of October 1, 2024, and includes complaints filed between October 1 and September 30 of each year.

Table 2. Formal complaints filed between FY 2020 and FY 2024

Formal Complaint Activity	2020	2021	2022	2023	2024
Complaints Filed	62	44	57	64	92
Number of Complainants	60	42	56	62	92
Repeat Filers	2	2	1	2	0
Total Workforce	7,575	7,997	7,687	8,778	8,856
Complaints Filed per 100 Employees	0.82%	0.55%	0.74%	0.73%	1.04%

Note: This table does not include complaints carried over from previous years.

Bases of Discrimination in Formal Complaints

As shown in Table 3, in FY 2024, the most alleged bases of discrimination were Reprisal (65), race (52), sex (38), disability (38), and color (24). Reprisal moved from the second most alleged basis in FY 2023 to the most alleged basis in FY 2024, increasing by 91.18%. However, historically this basis decreased over the last four years and reflects a 17.65% decrease from FY 2020 (40) and FY 2023 (34). Race increased by 62.5% from FY 2023 (32) to FY 2024 (52). Allegation of the other top bases also trended upward with increases from FY 2023 to FY 2024, sex by 46.15% (from 26 to 38), disability by 5.56% (from 36 to 38) and color 71.43% (from 14 to 24).

Table 3. Top Five⁷ bases alleged FY 2020 through 2024

Bases	2020	2021	2022	2023	2024
Reprisal	40	33	33	34	65
Race	26	19	16	32	52
Sex	25	16	22	26	38
Disability	32	19	29	36	38
Color	16	15	14	14	24
Age	23	12	20	28	20

Note: Each column does not add to the total number of complaints filed because complainants can identify more than one basis per complaint.

The top bases in formal complaint filings in FY 2024 remain mostly consistent with the current Government-wide data reported by the EEOC with the exception being the basis of color.⁸ The EEOC found in its latest report published in FY 2020 that the top five (5) bases across the federal sector were reprisal, age, disability, race, and sex. Reprisal was the top basis reported by the EEOC in 2020 and by HUD from 2020 to 2022 and, after moving to second place in FY 2023, it rose to number one again in FY 2024. Race became the second mostly alleged basis with sex and disability

⁷ The basis of age is listed as a reference to its showing for previous FYs when it was a top five basis.

⁸ See EEOC FY 2020 Annual Report on the Federal Workforce, Table B-8, at <https://www.eeoc.gov/no-fear/equal-employment-opportunity-data-posted-pursuant-title-iii-notification-and-federal>

being a tie. The basis of color emerged as a top five basis for FY 2024 replacing the previous top alleged basis of age which slipped to the sixth most alleged basis.

Issues in Formal Complaints

As shown in Table 4, the most alleged issues historically are harassment, promotion/non-selection, reasonable accommodation for disability, disciplinary action, and performance evaluation/appraisal. For FY 2024, the totals for these categories are 37, 6, 25, 19, and 22 respectively. In FY 2023, the issues of termination and appointment/hire replaced disciplinary action and performance evaluation/appraisal to form the top five issues compared to FY 2022. However, in FY 2024, the issue of other terms and conditions of employment (40) emerged as the number one issue replacing harassment and promotion/non-selection no longer reporting as a top alleged issue. By comparison, FY 2023’s most common issues were harassment (23), followed by promotion/non-selection (13), reasonable accommodation (10), termination (10) and disciplinary action (6). Claims of harassment trended upward in FY 2024, ending the continual decrease over the course of the last four years. While there was a 36.11% decrease in harassment from FY 2020 (36) to FY 2023 (23), harassment increased 60.87% from FY 2023 (23) to FY 2024 (37).

The EEOC reported the government-wide most frequently alleged issue was harassment followed by disciplinary action, terms and conditions of employment, promotion/non-selection, and reasonable accommodation.

Table 4. Top issues alleged in formal complaints filed in FY 2020 through 2024

Issues	2020	2021	2022	2023	2024
Other Terms/Conditions of Employment ⁹	14	11	14	18	40
Harassment	36	25	26	23	37
Reasonable Accommodation Disability	18	7	10	10	25
Performance Evaluation/Appraisal	19	13	9	4	22
Disciplinary Action	14	11	11	6	19
Promotion/Non-Selection	16	13	10	13	6
Termination	1	3	5	10	5
Appointment/Hire	4	1	4	8	9

As reflected in Table 5, HUD achieved 100% timely processing of complaints in FY 2024 despite having a significant increase in complaint activity. In FY 2023 to FY 2024, HUD had an increase in formal complaints filed of 43.75% and the percentage of investigations timely processed increased by 6.82% in 2024 compared to 2023. The decrease in the average investigation days from FY 2023 to FY 2024 was 78.73 days. There was an increase of 30.56 percentage points in timely processed investigations from FY 2022 to FY 2024 and a decrease in average investigation days of 84.04.

⁹ Any employment issue not represented is place under “other terms/conditions of employment.”

Table 5. Investigations Completed in FY 2020 through FY 2024

	2020	2021	2022	2023	2024
Complaints Filed	62	44	57	64	92
Investigations Average Days	229.53	256.65	250.42	245.11	166.38
Timely Processed	75.00%	64.52%	69.44%	93.18%	100.00%

Findings of Discrimination

As shown in Table 6, there were no findings of discrimination in FY 2024, which was a one hundred percent decrease from FY 2023, when the Department had 1 finding.

Table 6. Findings of discrimination from FY 2020 through 2024

	Number of Findings	Bases	Issues
2020	1	Reprisal	Harassment (non-sexual) Promotion/non-selection
2021	0	-	-
2022	2	Reprisal	Time and Attendance Performance Evaluation/Appraisal Telework Reasonable Accommodation Reassignment/Detail Harassment (non-sexual)
2023	1	Disability	Reasonable Accommodation
2024	0	N/A	N/A

Cases in Federal District Court

In FY 2024, HUD had two (2) antidiscrimination cases filed in Federal District Court that alleged violation of Title VII of the Civil Right Act of 1964 (as amended), and the Older Workers Benefit Protection Act (OWBPA). There were eleven (11) pending cases from FY 2023 for a total of thirteen (13) pending cases. In FY 2024, five (5) of the antidiscrimination cases closed in which no HUD employees were disciplined for improper or illegal discrimination, retaliation, harassment, or other infractions prohibited by the No FEAR Act. Currently, there are eight (8) cases still pending.

Judgment Fund Reimbursement

Table 7. Judgment Fund

Federal District Court Cases	Judgment Fund Reimbursements	Disciplinary Actions	Findings of Discrimination	Formal Complaints
2	0	0	0	2

The Judgment Fund pays court judgments, awards, and settlements of lawsuits against the Federal Government.¹⁰ The No FEAR Act requires Federal agencies to reimburse the Judgment Fund for payments made on their behalf to current employees, former employees, or applicants for employment due to claims alleging violations of Federal antidiscrimination laws, Federal whistleblower protection laws, or reprisal for legally protected activity related to those laws.¹¹ HUD made zero dollars in reimbursements to the Judgment Fund in FY 2024. (see Table 7). Between FY 2020 and FY 2024, a total of \$118,500 was reimbursed to the Judgment Fund (see Table 8).

Table 8. Reimbursements to the Judgment Fund for FY 2020 Through FY 2024

Reimbursements to the Judgment Fund	2020	2021	2022	2023	2024
Amount	\$0.00	\$0.00	\$83,500	\$35,000	\$0.00

Disciplinary Policy and Disciplinary Actions

A review of FY 2024 disciplinary records reflects no employees were disciplined for improper or illegal discrimination, retaliation, harassment, or other infractions prohibited by the No FEAR Act.

It is HUD’s policy that immediate and appropriate corrective action will be taken if it is determined that harassment has occurred. Pursuant to Adverse Actions 752.2, directing disciplinary and adverse action against Federal employees for all forms of conduct inconsistent with anti-discrimination and anti-harassment laws, and other offenses unbecoming of federal employees. The policy is at:

https://www.hud.gov/program_offices/administration/hudclips/handbooks/admh/752.2.

Anti-Harassment Program (AHP)

The Department has fully maintained an Anti-Harassment Program (AHP) that satisfies the Anti-Harassment sections in Part G of the EEOC’s Management Directive (MD) 715. The AHP policy, when established, received approval from the EEOC’s Office of Federal Operations Agency Oversight and contains:

- A clear explanation of prohibited conduct;
- Assurance that employees who make claims of harassment or provide information related to such claims will be protected against retaliation;

¹⁰ See 31 U.S.C. §1304.

¹¹ See Section 201 of the No FEAR Act.

- A clearly described complaint process that provides an avenue for complainants to initiate complaints;
- Assurance that the Department will protect the confidentiality of the individuals bringing harassment claims to the extent possible;
- A complaint process that provides a prompt, thorough, and impartial investigation; and
- Assurance that immediate and appropriate corrective action will be taken when it determines that harassment has occurred.

The AHP policy and tools received wide dissemination to the entire workforce on January 4, 2024, and again on August 15, 2024. The policy and helpful tools are also available on HUD’s intranet pages and are accessible 24/7 by all staff via on demand streaming through HUD Virtual University. Additionally, the AHP policy and training form part of the Agency’s annual mandatory training curriculum.

The AHP is embedded within the Office of the Chief Human Capital Officer (OCHCO). Therefore, as recommended by the EEOC, ODEEO and AHP leadership are assigned to separate HUD programs, forming a firewall with distinctly separate supervisory chains. Nonetheless, the Director and staff of ODEEO complaints division work collaboratively with AHP staff. ODEEO also informs AHP of all informal EEO counseling activity alleging harassment. All managers, supervisors, and non-supervisory staff are trained by the EEO office and AHP on a variety of anti-discrimination topics. All staff are required to maintain a work environment free of workplace harassment. On May 8, 2024, the EEO and AHP offices facilitated a HUD wide training session on the distinctions between the two programs titled, “What’s the Difference?” In FY24 the AHP investigative process resulted in one (1) employee being disciplined for workplace harassment. The Federal Antidiscrimination and Whistleblower Protection laws require issuing disciplinary action to Federal employees for prohibited personnel practices and conduct inconsistent with these laws. The Department’s policy pertaining to disciplinary and adverse actions is contained within the HRM 9751.1 - Maintaining Discipline Handbook.

No FEAR Act Training FY 2024

Regulation 5 C.F.R. §724.203 requires HUD personnel to renew the No FEAR training every two years. All employees were required to take this training in FY 2023 and the Department obtained a completion rate of 99.57% for employees taking the training. No FEAR training was not required of existing HUD employees for FY 2024, but new employees were required to take the training within 90 calendar days of their starting date with HUD. This training was added to each employee’s HUD Learning Portal training account where they could directly access the training which resulted in a 99.6% completion rate for new employees onboarding with HUD in FY 2024. For the past 3 biennially No FEAR training cycles, HUD has steadily increased the completion rate of employees, taking the No FEAR training to nearly 100%.

Table 9. No FEAR Training Completion Rate for FY 2019 to FY 2023¹²

No FEAR Training	2019	2021	2023
Percentage of Workforce that completed training	93.27	96.18	99.57

¹² Employees were not required to take the No FEAR training in 2020 and 2022.

Practical Knowledge Gained through Experience

In analyzing the Department's EEO complaint trends and related information, ODEEO concluded the following:

- Of the 92 formal complaints filed in FY 2024, 70.65% (65) included allegations of reprisal. Historically, reprisal is the most alleged basis of discrimination. However, disability surpassed reprisal in FY 2023 but dropped to fourth place as a top alleged basis in FY 2024. Reprisal was the subject of an “Essential Conversation”¹³ discussion ODEEO provided to the workforce to highlight and raise awareness of its importance and provide practical tools on how occurrences can be stopped. Recurring training¹⁴ regarding retaliation mitigated the number of claims citing reprisal in the past, and helped managers and supervisors perform their duties without giving rise to retaliation. This training helped managers and supervisors identify the pitfalls of retaliation and how to avoid such actions. ODEEO also offered “Reprisal-Still the Leading Bases for Supervisor” training and will continue to offer this training in FY 2025 to increase awareness of unlawful reprisal and mitigate filings based on reprisal moving forward.
- Of the 92 formal complaints filed in FY 2024 (37), 40.22% included allegations of harassment, representing a 60.87% increase from FY 2023 (23). However, from the starting FY benchmark of FY 2020 (36), the increase in allegations of harassment is only 2.78 when compared to FY 2024 (37). Harassment was second to the issue of other terms and conditions of employment, reporting at 40 complaints of the 92 complaints representing 43.48% for FY 2024.
- HUD uses mediation as its primary method for alternative dispute resolution (ADR). It has proven to be an effective tool in achieving win-win resolutions for the Department and its employees. ODEEO has also increased its marketing efforts by creating videos, commercials, and a whiteboard animation on the EEO process that provides an overview of the complaint process, ADR and Workplace Dispute Program (WDP). Our efforts to enlighten the workforce's awareness of ADR as a tool in the workplace resonated with all levels of the workforce and have greatly increased the use of ADR and earlier resolution of workplace conflict. A whiteboard animation specifically promoting the benefits of ADR is under development and will be introduced to the workforce in the third quarter of FY 2025. In FY 2024, 35.63% of Complainants elected to participate in ADR. This was an increase from FY 2023 where the participation rate was 14.58%. ODEEO is working to increase participation in the ADR program by highlighting the benefits of the program to all parties who may be involved in the EEO process.
- ODEEO is strengthening and coordinating its complaint process to accurately identify and process allegations in accordance with the EEO laws and regulations and by providing continual training to the workforce on the EEO complaint process.

¹³ ODEEO engaged in EEO conversations with the HUD workforce. Some of these conversations were for managers and supervisors, while others were for employees.

¹⁴ Recurring trainings provided in FY24 are Essential Conversations, “Retaliation in the Federal Workplace – The Cost of Revenge” and “What to do When the Difficult Conversation Becomes Necessary.”

Program Improvements in FY 2024

Infrastructure

In FY 2024, ODEEO reaped the benefits of its previous Fiscal Year's efforts such as strengthening its infrastructure by addressing the staffing shortages previously experienced to obtain a 100.00% timeliness with respect to processing formal EEO complaints. These hirings included one (1) Lead EEO Specialist, four (4) EEO Specialists, one (1) EEO Counselor, one (1) Intake Specialist and one (1) Data Scientist. ODEEO also hired its Administrative Officer and two (2) Administrative Management Specialists. ODEEO continues to monitor its staffing to ensure that the critical skill sets are in place to continue to excel in meeting its goals and mission.

Complaint Processing

In FY 2024, ODEEO improved its service to its stakeholders on many fronts. Specifically, ODEEO identified and utilized an EEO service contractor vendor that provides efficient complaint processing which assisted ODEEO with timely processing of complaints. Additionally, ODEEO offered training to HUD managers and supervisors regarding the EEO Administrative Process and the AHP to ensure an understanding of the process. In FY 2024, the Anti-harassment training was included in HUD's required annual training curriculum.

With respect to timeliness, ODEEO strengthened its infrastructure and realized a decrease in the average number of days from FY 2023 (245.11) to FY 2024 (166.38) of 78.73 days to process and complete investigations and succeeded in meeting EEOC's regulatory timeframes for processing complaints resulting in our achieving a timely investigation rate of 100.00% in FY 2024. The lingering impact of significant past staffing shortages was overcome in FY 2024 and our efforts at addressing the challenges with respect to timeliness paid off extensively with ODEEO completing many investigations prior to the regulatory deadline. As stated above, ODEEO is timely processing complaints and our average investigation days are 166.38 days which is well under the 180-day regulatory deadline for investigations.

ODEEO developed 508 compliant portable document format (PDF) forms to provide individuals with a resource to easily file electronic complaints more efficiently and quickly. In the second quarter of FY 2025, ODEEO will begin offering an E-filing option so that employees have another tool for electrically filing an EEO complaint. This electronic filing option allows ODEEO to track and monitor complaint activity more quickly and effectively. With the implementation of these complaint processing forms, filing of complaints via mail is rare. Individuals are now submitting their formal complaint via email. This has significantly enhanced complaint processing timeframes because it allowed for immediate receipt of complaints, quick acknowledgment of complaint filings and rapid assessment of the complaint for processing.

Proactive Engagement and Collaboration

ODEEO took significant steps in FY 2024 to engage employees and foster collaboration within HUD. By maintaining a proactive approach, ODEEO successfully kept employees informed about EEO matters through various initiatives and collaborations.

Monthly EEO Training Schedule and Agency-Wide Marketing

One of the key strategies adopted by ODEEO was the maintenance of a monthly EEO training schedule. This initiative ensured that employees received regular updates on EEO policies, procedures, and best practices. Additionally, agency-wide marketing of ODEEO programs and

resources enhanced visibility and accessibility, reaching a wider audience within HUD. These trainings were attended by a total of 1,310 employees.

Essential Conversations Speaker Series

The quarterly Essential Conversations speaker series organized by ODEEO was a significant success, attracting an average of 908 virtual attendees per session, with a peak attendance of 1,688. These conversations were attended by approximately 6,000 employees in FY 2024. These sessions covered educational topics beneficial to both supervisory and non-supervisory staff, promoting a culture of continuous learning and development within the organization.

Collaborations with Program Offices and Stakeholders

ODEEO's collaboration with thirteen program offices, external Federal agency leaders, and stakeholders proved to be instrumental in addressing training needs related to EEO, team building, and behavioral matters. By engaging in specialized discussions, ODEEO could explore available options for delivering high-impact services, exceptional support, while fostering proactive engagement.

Learning and Resource Program Enhancements

To further enhance learning and resource accessibility, ODEEO revamped its branding, increased marketing efforts, updated training resources, created customized training modules, and improved the EEO facilitator's SharePoint page for efficient resource management. These initiatives aimed to streamline information dissemination and provide better guidance to employees.

New Employee Orientation

As part of its comprehensive approach, ODEEO integrated information about its functions and resources into the bi-weekly New Employee Orientation (NEO) for all new HUD employees. This inclusion of EEO complaints processes, counselor contacts, and regulatory timeframes ensured that every new employee was well-informed about EEO requirements from the onset of their tenure.

Ongoing Communication Efforts

The proactive engagement and collaborative efforts led by ODEEO in FY 2024 have significantly contributed to creating a more informed, engaged, and EEO-compliant workforce within HUD. By leveraging innovative strategies, fostering collaborations, and enhancing communication channels, ODEEO continues to uphold its commitment to promoting equal employment opportunities and a supportive work environment for all employees.

ODEEO maintained consistent communication with employees through various channels. For example, the distribution of a whiteboard animation video explaining the EEO process ensured that employees remained well-versed in EEO procedures and complaint filing methods. Other ways of communicating consisted of periodic messaging regarding Alternative Dispute resolution (ADR).

Additionally, ODEEO conducted quarterly General Deputy Assistant Secretary (GDAS) briefings. The GDAS briefings were conducted with the program offices to discuss trends in the workplace, status of cases, and potential or identified triggers. Specifically, the ODEEO briefed Program and Regional leadership on Civilian Labor Force (CLF) comparables. "Model EEO" self-Assessments were conducted by all HUD Regional and Program offices and follow-up discussions were held with the GDAS, Regional Administrators, and Program Office leaders to keep them abreast of their organization's progress toward becoming a model EEO program.

In FY 2024, the Affirmative Employment Division activities included:

- Continued semi-annual EEO activity briefings, in the 2nd and 4th quarters for Regions and Programs office. These briefings provided the GDAS, Program Administrators, and Office leaders with EEO complaints data and trends.
- Offering and providing the following trainings to employees and managers throughout FY 2024, “Introductions to MBTI Understanding and Working with Personality Types”, “Civility in the Workplace for Non-Supervisory Employees”, “Civility in the Workplace for Supervisors and Managers”, and “Managers’ Role in Building a Model EEO Program”.
- Continuing to convene with the barrier analysis teams to identify triggers and potential barriers in the employment cycle and develop strategies to eliminate them.
- Partnering with the Office of Chief Human Capital Officer (OCHCO) to participate in outreach events geared towards increasing applicant pools.
- Developing the Civilian Labor Force Achiever’s award program. The purpose of the Inaugural 2024 CLF Achiever’s Awards is to honor and celebrate the success of program and regional offices within the U.S. Department of Housing and Urban Development (HUD) meeting and/or exceeding the CLF benchmarks.

One HUD Site Visits

The “One HUD” initiative was established to provide a platform for field, regional and headquarter leadership and employees in various program areas to engage in conversations about the work of the Department and how to sustain healthy work environments. In FY 2024, ODEEO, OCHCO, the Office of General Counsel (OGC) and various other program offices participated in four site visits that included Seattle, San Francisco, Boston and Los Angeles. This platform was used to build cross-programmatic partnerships, share information on available resources, and discuss meaningful ways to provide support through leadership and employee engagement.

Promoting ADR and the Workplace Dispute Program

In FY 2024, ODEEO continued to advance its WDP and ADR initiatives by enhancing education and engagement efforts across HUD’s workforce. ODEEO increased training opportunities through the InCompass platform, allowing employees to sign up for ADR and WDP classes easily. Additionally, ODEEO's Essential Conversations sessions were tailored to educate the HUD workforce on the EEO process and the benefits of utilizing ADR to resolve disputes.

To further encourage participation, ODEEO began promoting the use of ADR and WDP at the intake stage, when personnel contacted the office via phone or email. Personalized GDAS briefings were also introduced for each program office, ensuring targeted outreach and understanding of the ADR process. The ADR Coordinator expanded engagement efforts by emphasizing the value of ADR and WDP during all New Employee Orientations and by communicating daily with the HUD workforce about the benefits of ADR as a resource for both EEO and non-EEO-related conflicts.

These proactive measures have resulted in significant increases in ADR and WDP utilization. In FY 2024, ODEEO processed a total of 65 ADR cases, which led to 11 settlement agreements. Additionally, ODEEO managed 10 workplace dispute cases under the WDP, with 6 successfully

reaching resolutions. FY 2023 ADR participation rate was 14.73% and FY 2024 rate was 36.00% which represents a 53% increase.

ODEEO remains committed to fostering a collaborative and proactive approach to resolving workplace disputes, ensuring employees and managers are equipped with the tools and resources necessary to address conflicts effectively.

EEO Training Program

In FY 2024, ODEEO continued the second successful year of the Essential Conversation speaker series for the HUD workforce. The purpose of this series of conversations is to allow discussions surrounding issues that repeatedly manifest in the EEO arena. The subject of the first FY 2024 Essential Conversation delved into Mindfulness and Communication and was presented by the U.S. Department of Agriculture Training and Development Branch Chief, who gave an outstanding virtual presentation to 1,688 HUD employees.

In FY 2024, the HUD EEO Training Program offered a variety of EEO, and proactive behavior-focused classes through registration on the HUD InCompass electronic learning management website. HUD had 1,310 registered participants who received credit for completing EEO training in their InCompass training transcripts.

ODEEO further enhanced learning and resource accessibility by revamping its branding, increasing marketing efforts, updating training resources, creating customized training modules, and improving the EEO facilitator's SharePoint page for efficient resource management. These initiatives aimed to streamline information dissemination and provide better guidance to employees.

In FY 2024, the ODEEO continued offering the following customized Essential Conversations training for the HUD workforce:

- “That’s not what I meant to Say!” – Mindfulness & Communication for All Employees
- “Reset” for Supervisors
- “Reprisal-Still the Leading Bases” for Supervisors
- “Why should EEO Matter to me?” for Supervisors
- “What’s the difference? Distinguishing Anti-harassment from EEO” for All Employees
- “Workplace Disputes: What Happens When They Are Ignored?” for Supervisors
- “Performance Plan - Performance Appraisal - and the Conversations in Between” for Supervisors
- “How Monsters are Created from Myths, Misconceptions, and Miscommunications” for Employees

ODEEO had a robust training schedule for FY2024 that offered subjects that aided in providing the workforce with tools to address workplace conflict and issues that lead to filings of EEO complaints. The training was offered to both supervisory and non-supervisory employees. The courses provided include the following:

- Alternative Dispute Resolution for Supervisory Employees
- Alternative Dispute Resolution for Non-Supervisory Employees
- Civility in the Workplace for Supervisors and Managers
- Civility in the Workplace for Non-Supervisory Employees
- EEO Essentials for Supervisors and Managers

- EEO Essentials for Non-Supervisory Employees
- Manager’s Role in Building a Model EEO Program
- Mindfulness and Communications: Building Blocks to An Inclusive Workplace
- Intro to Myers-Briggs® Understanding Personality Types

In FY 2024, the soft launch of the new ODEEO H.E.R.E. (HUD EEO Resource eCademy) mobile app marked a significant milestone in ODEEO's technological advancements. Through employee focus groups and targeted marketing efforts via infomercials and internal emails, the app's introduction aimed to provide convenient access to EEO-related information and resources for all HUD employees. In addition to the app launch, ODEEO maintained consistent communication with employees through various channels. The distribution of the whiteboard animation infomercial explaining the EEO process via bi-monthly internal emails ensured that employees remained well-versed in EEO procedures and complaint filing methods.

Best Practice Exchange

ODEEO's commitment to the Best Practice Exchange was greatly accentuated by its collaborations which included HUD program offices, external Federal agencies, and other stakeholders. The interactive discussions focused on intricate subjects like EEO, team building, and behavioral matters, their impact and effectiveness. ODEEO not only met but exceeded expectations, offering high-impact contributions, unwavering support, and fostering a proactive atmosphere that amplified engagement with colleagues, leading to innovative idea exchanges in the professional development arena.

ODEEO partnered with the following offices for Best Practice Exchanges:

- HUD Atlanta Homeownership Center
- HUD Office of the Executive Secretariat
- HUD Fair Housing & Equal Opportunity Headquarters
- HUD Community Planning and Development
- HUD Office of Housing Operations
- HUD Office of Housing
- U.S. Department of Army
- Homeland Security

Improvement Plan for FY 2024 and 2025

Infrastructure

In FY 2024, ODEEO hired a Final Agency Decision (FAD) Writer in the 3rd quarter, enabling HUD to meet its goal of issuing timely FADs. ODEEO expects this hiring to help enable HUD to meet the EEOC mandate of issuing FADs in sixty (60) calendar days in FY 2025

Complaint Processing Timeliness

ODEEO has instituted metrics for individual workloads and has also placed metrics in performance plans of EEOD staff members who are responsible for processing complaints. Additionally, ODEEO is enhancing its commitment to ensuring data accountability and transparency in tracking. ODEEO routinely encourages supervisors and managers to cooperate with EEO officials and investigators throughout the complaint process (e.g., to respond to requests for information and documents in a timely and accurate manner, to participate in mediation at any stage of the complaint process, and to

participate in training, especially Title VII, and EEO training). These cumulative efforts have yielded more effective and timely processing of complaints.

In FY 2024, ODEEO secured a new EEO service vendor, revised its standing operating procedures, and upgraded to ETK the next generation of iComplaints to track complaint activities. These efforts have contributed to ODEEO increasing its complaint processing timeliness and enhanced its work products.

Conclusion

This report emphasizes the impactful progress HUD's EEO program has made to realize significant successes and overcome various challenges experienced during the last two FYs, while continuing to implement its strategic plans for future fiscal years. To continue the trajectory of supporting, maintaining, and achieving the six essential elements of a model EEO program, ODEEO continues to institute new initiatives and programs, and will continue to proactively educate the workforce through training and engagement.

This report also demonstrates the Department's dedication to continuing its mission of promoting equal employment opportunities and non-discriminatory work-cultures and work-environments respectful of every HUD employee.

Appendix A
No FEAR Laws and Regulations

No FEAR Laws and Regulations

The Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 207-174. Signed by President George W. Bush on May 15, 2002, the Act was established to increase accountability of Federal agencies for acts of discrimination or reprisal against employees resulting from whistleblower complaints, and complaints before the Merit Systems Protection Board and the Equal Employment Opportunity Commission.

The No FEAR Act requires each Federal agency to post on its public website summary statistical data relating to equal employment opportunity complaints filed against the agency on a quarterly basis during each fiscal year, and cumulative fiscal year end data.¹⁵

The No FEAR Act Requires that federal agencies report on their number of cases in federal court pending or resolved in each fiscal year and arising under each of their respective provisions of the federal antidiscrimination and whistleblower protection laws applicable to the agency, as defined in 5 C.F.R. §724.102, in which current employee, former federal employee or applicant alleged a violation(s) of these laws, separating data by the provision(s) involved. The laws covered in the No FEAR Act are as follows:

- The Equal Pay Act of 1963, as amended, 29 U.S.C. §206(d): sex-based wage differentials and reprisal.
- Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §2000e-16: race, color, religion, sex, national origin, and reprisal.
- The Age Discrimination in Employment Act of 1967, as amended, §29 U.S.C. 633a: age (40 and over) and reprisal.
- Section 501 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. §791: disability and reprisal.
- The Civil Service Reform Act of 1978, 5 U.S.C. 2302(b) and (d): Prohibits specified personnel practices and race, color, religion, sex, national origin, age, disability, marital status, political affiliation, and whistleblowing.
- The Genetic Information Nondiscrimination (GINA) Act of 2008, 42 U.S.C. §2000ff et seq.: genetic information about an individual or individual's family members and reprisal.
- Elijah E. Cummings Federal Employee Antidiscrimination Act (FEAA) 2021: Enhances the accountability in federal agencies' decision-making processes with respect to imposing discipline on employees found to have engaged in discrimination, the law amends the No FEAR Act to include several new sections.

¹⁵ https://www.hud.gov/program_offices/eeo/nofearactfy

Appendix B

HUD FY 2024 No Fear Act Data

Equal Employment Opportunity Data Pursuant to the No Fear Act

For 4th Quarter 2024 for period ending September 30, 2024

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024
	2019	2020	2021	2022	2023	
Number of Complaints Filed	113	65	60	70	82	92
Number of Complainants	107	64	56	69	80	92
Repeat Filers	6	1	4	1	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	62	29	23	19	44	52
Color	24	16	15	14	14	24
Religion	10	4	2	7	1	4
Reprisal	64	44	46	40	45	65
Sex	52	26	19	25	33	38
PDA	0	0	0	0	0	1
National Origin	21	7	2	8	8	14
Equal Pay Act	8	3	0	0	1	1
Age	42	26	15	22	38	20
Disability	59	35	25	36	50	38
Genetics	3	2	0	0	5	3
Non-EEO	0	0	0	2	4	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.	2019	2020	2021	2022	2023	
Appointment/Hire	8	3	2	4	9	9
Assignment of Duties*	9	6	3	0	0	0
Awards	3	1	4	1	0	2
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	2	1	1	1
Reprimand**	3	6	3	0	0	0
Suspension	3	3	1	1	0	4
Removal	3	1	1	0	0	2
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	12
Other 2**	0	0	0	0	0	0
Duty Hours*	1	1	1	0	0	0
Perf. Eval./ Appraisal	22	18	17	12	4	23
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	72	40	36	32	28	34
Sexual	2	0	0	1	2	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	6	1	2	0	0	1
Promotion/Non-Selection	20	17	16	11	18	6
Reassignment						
Denied	0	0	0	1	1	1
Directed	9	4	1	1	3	1

Reasonable Accommodation Disability	27	21	10	13	15	25
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	0	1	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	1	0	0	1	0	9
Telework	17	6	0	1	1	2
Termination	3	1	2	4	12	5
Terms/Conditions of Employment*	16	4	5	0	0	0
Time and Attendance	20	11	4	5	1	7
Training	12	10	5	1	2	5
Other Terms/Conditions of Employment*	0	0	0	0	0	40
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					2024
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	289.93	241.14	260.69	248.13	243.85	166.38
Average number of days in final action	29.07	36.88	47.75	38.66	65.16	72.35
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	305.05	244.18	281.22	248.22	247.41	153.54
Average number of days in final action	18.8	24.02	25.09	28.5	13.08	17.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	261.81	240.11	224.4	239.64	234	191.60
Average number of days in final action	76	62.96	0	246	215.45	104.73

Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data											2024
	2019		2020		2021		2022		2023			
Total Complaints Dismissed by Agency	11		20		7		9		19		6	
Average days pending prior to dismissal	94.8		1501.31		223.5		665.11		199.13		58.83	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	11		7		18		6		21		6	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data											2024
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		2		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	2	100	1	100	0	0	2	100	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											2024
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		2		0		0	
Race	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	2	100.00	1	100.00	0	0.00	2	100.00	0	0.00	0	0.00
Sex	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Findings After Hearing	2		1		0		2		0		0	
Race	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	2	100.00	1	100.00	0	0.00	2	100.00	0	0.00	0	0.00
Sex	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data											2024
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	50	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	1	50	0	0	0	0
Sexual	1	50	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	2	100	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*	1	50	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	2		1		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	50	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0

Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	1	50	0	0	0	0
Sexual	1	50	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	2	100	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*	1	50	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0

User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0

Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data											
	2019	2020	2021	2022	2023							2024
Total complaints from previous Fiscal Years	134	101	77	55	21							36
Total Complainants	128	98	71	52	21							36
Number complaints pending												
Investigation	2	8	8	0	0							2
ROI issued, pending Complainant's action	1	0	0	0	0							0
Hearing	118	88	50	37	16							22
Final Agency Action	12	6	5	15	4							4
Appeal with EEOC Office of Federal Operations	197	208	215	192	201							148

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	21	19	2	1	2