"Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Anti discrimination and Retaliation Act of 22 (No FEAR Act), Pub. L. 17-174."

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Complaint Activity	**Comparative Data Previous Fiscal Year Data**					2023 thru 03/31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	12	12	17	15	14	12
Number of Amendments	1	1	1	2	2	0
Number of Complainants	12	12	16	15	14	12
Repeat Filers	0	0	1	0	3	0

Complaints by Basis *Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*	**Comparative Data Previous Fiscal Year Data**					2023 thru 03/31
	2018	2019	2020	2021	2022	
Race	2	3	5	6	6	4
Color	1	1	2	3	4	1
Religion	0	1	1	1	6	2
Reprisal	4	4	5	6	8	8
Sex	4	4	6	6	3	5
National Origin	0	2	1	3	4	0
Equal Pay	0	0	0	0	0	0
Age	4	5	5	8	2	6
Disability-Mental	2	1	2	1	1	0
Disability-Physical	4	3	2	3	5	3
Non-EEO Basis	1	0	2	0	1	3

Complaints by Issue *Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*	**Comparative Data Previous Fiscal Year Data**					2023 thru 03/31
	2018	2019	2020	2021	2022	
Appointment/Hire	0	0	0	0	0	1
Assignment of Duties	2	1	2	4	1	1
Awards	0	0	0	0	0	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	2	0
Reprimand	1	0	1	2	1	0
Termination	0	0	0	1	0	0
Suspension	0	0	0	1	0	0
Other	0	0	0	0	0	1
Duty Hours	0	0	0	0	0	0
Equal Pay Act Violation	0	0	0	0	0	0
Evaluation/Appraisal	0	2	2	3	3	1
Examination/Test	0	0	0	0	0	0
Harassment						
Nonsexual	8	5	2	6	3	5
Sexual	1	0	1	1	0	0
Medical Examination	0	1	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Performance Improvement Plan (PIP)	0	0	0	0	0	0
Promotion/Non-Selection	0	2	6	3	1	6
Reassignment						
Request Denied	0	0	0	0	0	1
Directed	1	1	1	1	0	0
Failure to Accommodate	2	2	2	1	5	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0

Complaints by Issue ***Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.***	**Comparative Data Previous Fiscal Year Data**					2023 thru 03/31
	2018	2019	2020	2021	2022	
Terms/Conditions of Employment	4	2	1	3	2	0
Time and Attendance	1	1	0	0	1	1
Training	1	0	1	2	0	1
Other	1	1	3	1	1	2

Processing Time	**Comparative Data Previous Fiscal Year Data**					2023 thru 03/31
	2018	2019	2020	2021	2022	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	175	241	260	265	283	208
Average number of days in final action stage	119	44	7	43	140	15
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage	164	264	288	420	677	0
Average number of days in final action stage	126	55	54	162	421	0
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	189	219	231	206	195	208
Average number of days in final action stage	96	64	65	39	29	15

Complaints Dismissed by Agency	**Comparative Data Previous Fiscal Year Data**					2023 thru 03/31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed By Agency	3	1	1	2	1	0
Average days pending prior to dismissal	58	18	271	78	17	0
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	7	6	3	3	0	0

Total Final Actions Finding Discrimination	**Comparative Data Previous Fiscal Year Data**										2023 thru 03/31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Without Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
With Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis ***Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.***	**Comparative Data (Sec. 1614.75) Previous Fiscal Year Data**										2023 thru 03/31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis ***Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.***	**Comparative Data (Sec. 1614.75) Previous Fiscal Year Data**										2023 thru 03/31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO Basis	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Findings After Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO Basis	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Findings Without Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO Basis	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Issue	**Comparative Data Previous Fiscal Year Data**										2023 thru 03/31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0%	0	0%	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	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%
Termination	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%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act Violation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation/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												

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2023 thru 03/31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Nonsexual	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%
Performance Improvement Plan (PIP)	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												
Request 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%
Failure to Accommodate	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%
Retirement	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Findings After Hearing	0	0%	0	0%	0	0%	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	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%
Termination	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%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act Violation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation/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												
Nonsexual	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%
Performance Improvement Plan (PIP)	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												
Request 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%
Failure to Accommodate	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%
Retirement	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%

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2023 thru 03/31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Findings Without Hearing	0	0%	0	0%	0	0%	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	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%
Termination	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%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act Violation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation/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												
Nonsexual	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%
Performance Improvement Plan (PIP)	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												
Request 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%
Failure to Accommodate	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%
Retirement	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	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					2023 thru 03/31
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	23	21	16	21	18	24
Total Complainants	22	21	16	20	17	20
Number complaints pending						
Investigation	4	6	5	8	13	12
Hearing	54	87	103	108	73	32
Final Agency Action	35	45	58	84	131	52
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Complaint Investigations	Comparative Data Previous Fiscal Year Data					2023 thru 03/31
	2018	2019	2020	2021	2022	
Pending Completion Where Investigation Exceeds Required Time Frames	0	8	4	12	8	0