

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

## HUD (and below)

For 1st Quarter 2024 for period ending December 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024Thru12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	86	54	43	56	64	16
Number of Complainants	82	54	41	56	62	16
Repeat Filers	4	0	2	0	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024Thru12-31
	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	49	23	18	16	32	8
Color	19	14	12	13	10	4
Religion	8	3	1	5	1	1
Reprisal	47	35	32	33	34	8
Sex	40	21	15	22	26	4
PDA	0	0	0	0	0	0
National Origin	16	6	2	8	6	4
Equal Pay Act	5	3	0	0	1	0

Age	33	20	12	20	28	5
Disability	45	28	18	27	36	7
Genetics	2	2	0	0	4	0
Non-EEO	0	0	0	1	3	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024Thru12-31</b>
<b>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.</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Appointment/Hire	6	3	1	4	8	1
Assignment of Duties*	9	6	3	0	0	0
Awards	3	1	2	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	1	1	0
Reprimand**	3	5	3	0	0	0
Suspension	2	2	1	1	0	0
Removal	2	1	1	0	0	1
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	5	2	0	7	5	1
Other 2**	0	0	0	0	0	0
Duty Hours*	1	1	1	0	0	0
Perf. Eval./ Appraisal	19	16	12	8	4	4
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	56	33	26	24	21	10
Sexual	1	0	0	1	2	0

Medical Examination	0	0	0	0	0	0
Pay including overtime	5	1	1	0	0	0
Promotion/Non-Selection	14	14	12	10	13	0
<b>Reassignment</b>						
Denied	0	0	0	1	1	0
Directed	7	3	1	1	3	0
Reasonable Accommodation Disability	19	15	7	9	10	4
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	0
Telework	13	5	0	1	1	1
Termination	2	1	2	4	10	1
Terms/Conditions of Employment*	15	4	5	0	0	0
Time and Attendance	15	9	2	4	1	1
Training	9	6	3	1	2	0
Other Terms/Conditions of Employment*	0	0	0	14	18	5
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024Thru12-31</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Complaints pending during fiscal year						
Average number of days in investigation	299.59	234.83	266.24	250.81	245.11	174.29
Average number of days in final action	30.96	40.38	41.23	38.28	74.74	91.25
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	322.89	239.55	283.46	252.64	244.25	191.50						
Average number of days in final action	18.56	30.17	25.48	25.73	12.59	56.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	253.95	231.24	236.00	239.64	245.36	167.40						
Average number of days in final action	77.22	60.76	0	246.00	215.45	126.50						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2024Thru12-31</b>	
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
Total Complaints Dismissed by Agency	8	14	6	6	16						1	
Average days pending prior to dismissal	40.13	576.14	201.5	513	161.13						55	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	9	5	10	5	14						3	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2024Thru12-31</b>	
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
		<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>
Total Number Findings	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
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2024Thru12-31</b>	
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	2		1		0		2		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
<b>Findings Without Hearing</b>	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2024Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
Total complaints from previous Fiscal Years	99	76	66	45	19	51						
Total Complainants	95	73	60	42	19	50						
<b>Number complaints pending</b>												
Investigation	1	7	8	0	0	13						
ROI issued, pending Complainant's action	1	0	0	0	0	2						
Hearing	87	65	40	29	14	23						
Final Agency Action	9	5	4	13	4	7						

Appeal with EEOC Office of Federal Operations	170	176	181	154	162	165
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024Thru12-31</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	18	19	1	1	1