

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

Mixed Cases are Included in this report.

Total Elapsed Time: 00:01:43

AGENCY OR DEPARTMENT: HUD (and below)

REPORTING PERIOD: 10/01/2022 – 09/30/2023

Part I – Pre-Complaint Activities

EEO Counselor

	Counselings	Individuals
A. Intentionally Left Blank		

ADR Intake Officer

	Counselings	Individuals
B. Intentionally Left Blank		

Total Completed/Ended Counselings

	Counselings	Individuals
C. Total Completed/Ended Counselings	96	96
1. Counseled Within 30 Days	58	58
2. Counseled Within 31 to 90 Days	38	38
a. Counseled Within Written Extension Period No Longer Than 60 Days	24	24

Non-ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
E. Total	0	0	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other Non-ADR Settlements w/ Monetary Benefits	0	0	\$0.00
6.	0	0	\$0.00

Non-ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
F. Total	0	0
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0

b. Counseled Within 90 Days Where Individual Participated in ADR	14	14
c. Counseled Within 31-90 Days That Were Untimely	0	0
3. Counseled Beyond 90 Days	0	0
4. Counseled Due to Remands	0	0

Pre-Complaint Activities

	Counselings	Individuals
D. Pre-Complaint Activities		
1. On Hand at the Beginning of the Reporting Period	5	5
2. Initiated during the Reporting Period	109	109
3. Completed/Ended Counseling	96	96
a. Settlements (Monetary and Non-Monetary)	3	3
b. Withdrawal/No Complaint Filed	38	38
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	53	53
d. Decision to File Complaint Pending at the End of the Reporting Period	2	2
4. Counselings Pending at the End of the Reporting Period	18	18

b. Non-Retroactive	0	0	
3. Expungements	0	0	
4. Reassignments	0	0	
5. Removals Rescinded	0	0	
a. Reinstatement	0	0	
b. Voluntary Resignation	0	0	
6. Accommodations	0	0	
7. Training	0	0	
8. Apology	0	0	
9. Disciplinary Actions	0	0	
a. Rescinded	0	0	
b. Modified	0	0	
10. Performance Evaluation Modified	0	0	
11. Leave Restored	0	0	
12. Neutral Reference	0	0	
13. Other Non-ADR Settlements w/ Non-Monetary Benefits	0	0	
14.	0	0	

ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
G. Total	1	1	\$33,000.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	1	1	\$33,000.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other ADR Settlements w/ Monetary Benefits	0	0	\$0.00
6.	0	0	\$0.00

ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
H. Total	2	2
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	1	1
a. Retroactive	1	1
b. Non-Retroactive	0	0
3. Expungements	0	0
4. Reassignments	0	0
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	1	1
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	2	2
11. Leave Restored	0	0
12. Neutral Reference	0	0
13. Other ADR Settlements w/ Non-Monetary Benefits	0	0
14.	0	0

NON-ADR SETTLEMENTS

	Counselings	Individuals
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I. Total	0	0	
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AGENCY OR DEPARTMENT: HUD
(and below)

REPORTING PERIOD: 10/01/2022 –
09/30/2023

Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	92
B. Complaints Filed	64
C. Remands (sum of lines C1 + C2 + C3)	3
C.1. Remands (Not Included in A or B)	1
C.2. Remands (Included in A or B)	2
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	1
D. Total Complaints (sum of lines A + B + C1)	157
E. Complaints in Line D that were NOT Consolidated	155
F. Complaints in Line E that were Closed During Report Period	94
G. Complaints in Line D that WERE Consolidated	2
H. Complaints in Line G that were Closed During Report Period	2
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + [(C2 + C3) - C4])	62
J. Individuals Filing Complaints (Complainants)	62
K. Number of Joint Processing Units from Consolidation of Complaints	1

AGENCY OR DEPARTMENT: HUD
(and below)

REPORTING PERIOD: 10/01/2022 –
09/30/2023

Part III – Agency Resources, Training, Reporting Line

A. Agency & Contract Resources

	Agency		Contract	
	Number	Percent	Number	Percent
1. Work Force				
a. Total Work Force	8778			
b. Permanent Employees	8526			
2. Counselors	1		8	
a. Full-Time	1	100.00	8	100.00
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
3. Investigators	0		21	
a. Full-Time	0	0	21	100.00
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
4. Counselor/Investigator	0		1	
a. Full-Time	0	0	1	100.00
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0

B. Agency & Contract Staff Training

	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
1. Staff – Total	1	8	0	21	0	1
a. New Staff Receiving At Least 32 Hours Of Training	1	0	0	0	0	0
b. Experienced Staff Receiving At Least 8 Hours of Training	0	8	0	21	0	1
c. Training Requirement Not Met	0	0	0	0	0	0
2. Experienced Staff (ES) – Total	0	0	0	0	0	0
a. ES Receiving Required 8 Or More Hours	0	0	0	0	0	0
b. ES Receiving 32 Or More Hours, Generally Given To New Staff	0	0	0	0	0	0
c. ES Receiving No Training At All	0	0	0	0	0	0

C. Reporting Line

1. EEO Director's Name:	Wayne A. Williams
1a. Does the EEO Director Report to the Agency Head? (Yes/No)	YES
2. If no, who does the EEO Director Report to?	Person: Title:

3. Who is responsible for the day-to-day operation of the EEO program in your Department/Agency/organization?	Person: Rodney M. Cox Title: Director EEOD
4. Who does that person report to?	Person: Dorenda R. King Title: Deputy Director ODEEO

AGENCY OR DEPARTMENT: HUD (and below)

REPORTING PERIOD: 10/01/2022 – 09/30/2023

Part IV – Bases and Issues Alleged in Complaints Filed (Part 1)

Issues of Alleged Discrimination	Bases of Alleged Discrimination											
	Race						Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
A. Appointment/Hire	0	2	0	2	0	0	2	1	4	24	8	8
B. Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
C. Awards	0	0	0	0	0	0	0	0	0	0	0	0
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	0	0	2	0	1	0	0	3	11	6	6
1. Demotion	0	0	0	1	0	0	0	0	0	2	1	1
2. Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Disciplinary Actions	0	0	0	1	0	1	0	0	3	9	5	5
7.	0	0	0	0	0	0	0	0	0	0	0	0
F. Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
G. Perf. Eval./ Appraisal	0	0	0	2	0	0	0	0	3	9	4	4
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	1	0	9	1	0	5	0	14	66	22	22
1. Non-Sexual	0	0	0	9	1	0	4	0	13	64	21	21
2. Sexual		1					1		2	2	2	2
J. Medical Examination	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
L. Promotion/Non-Selection	0	0	0	6	2	0	2	0	8	37	13	13

Issues of Alleged Discrimination	Bases of Alleged Discrimination											
	Race						Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
M. Reassignment	0	0	0	2	0	0	1	0	2	13	4	4
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability				5			1		3	17	10	10
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation								0	0	0	0	0
Q. Retirement	0	0	0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping										0	0	0
S. Telework	0	0	0	1	0	0	0	0	1	3	1	1
T. Termination	0	0	0	3	0	0	1	0	6	26	10	10
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	1	0	0	0	0	0	3	1	1
W. Training	0	0	0	0	0	0	0	0	1	4	2	2
X. Other Terms/Conditions of Employment	0	1	0	9	0	0	5	1	12	53	18	18
Total All Issues by Bases	0	3	0	37	3	1	15	2	58			
Total All Complaints Filed by Bases	0	2	0	24	3	1	10	1	34			
Total All Complainants by Bases	0	2	0	23	3	1	10	1	34			

Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)

Issues of Alleged Discrimination	Bases of Alleged Discrimination														
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
A. Appointment/Hire	2	2	0	0	0	0	1		5	2	2	0	24	8	8
B. Assignment of Duties	0	0	0	0	0	0			0	0	0	0	0	0	0
C. Awards	0	0	0	0	0	0			0	0	0	0	0	0	0

Issues of Alleged Discrimination	Bases of Alleged Discrimination														
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
S. Telework	0	1	0	0	0	0			0	0	0	0	3	1	1
T. Termination	2	0	0	0	0	0			2	5	6	1	26	10	10
U. Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0
V. Time and Attendance	1	0	0	0	0	0			0	0	1	0	3	1	1
W. Training	0	1	0	0	1	0			1	0	0	0	4	2	2
X. Other Terms/Conditions of Employment	4	1	0	0	1	1			10	3	4	1	53	18	18
Total All Issues by Bases	17	20	0	0	4	3	0	0	36	30	30	7			
Total All Complaints Filed by Bases	11	14	0	0	4	2	0	0	25	24	21	4			
Total All Complainants by Bases	10	14	0	0	4	2	0	0	25	23	20	4			

PART IV C – Bases and Issues Alleged in Settlements (Part 1)

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Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Disciplinary Actions	0	0	0	1	0	0	1	1	2	0	0	0	10	4	4
7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. Perf. Eval./ Appraisal	0	0	0	0	0	0	0	1	2	0	0	0	5	3	3
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	0	0	3	0	0	2	3	8	0	0	0	32	12	12
1. Non-Sexual	0	0	0	3	0	0	2	3	7	0	0	0	31	11	11
2. Sexual				1					1	0	0	0	1	1	1
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	0	0	0	0	0	0	0	0	0	0	0
L. Promotion/Non-Selection	0	0	0	1	1	0	0	1	0	2	1	1	4	2	2
M. Reassignment	0	0	0	1	0	0	0	0	3	0	0	0	7	3	3
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability									1	0	0	0	7	5	5
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation								0	0	0	0	0	0	0	0
Q. Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping										0	0	0	0	0	0
S. Telework	0	0	0	1	0	0	1	0	0	0	0	0	6	2	2
T. Termination	0	0	0	0	0	0	0	0	1	0	0	0	2	1	1

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	1	0	0	1	1	1	0	0	0	10	2	2
W. Training	0	0	0	0	0	0	0	1	2	0	0	0	4	2	2
X. Other Terms/Conditions of Employment	0	0	0	1	1	0	0	1	3	2	1	1	10	5	5
1. Counseling Settlement Allegations	0	0	0	0	3	0	0	0	1						
1a. Number of Counselings Settled	0	0	0	0	3	0	0	0	1						
1b. Number of Counselees Settled With	0	0	0	0	3	0	0	0	1						
2. Complaint Settlement Allegations	0	0	0	10	0	0	5	10	24						
2a. Number of Complaints Settled	0	0	0	6	0	0	2	3	11						
2b. Number of Complainants Settled With	0	0	0	6	0	0	2	3	11						

PART IV C – Bases and Issues Alleged in Settlements (Part 2)

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complaints Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
A. Appointment/Hire	1	0	0	0	0	0			0	0	0	0	3	1	1	0	0	0

[illegible]

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GIN A	Number Counselings Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complaints Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
L. Promotion/Non-Selection	1	1	0	0	0	0			1	0	0	0	2	1	1	4	2	2
M. Reassignment	0	3	0	0	0	0			0	0	0	0	0	0	0	7	3	3
1. Denied	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability				0					1	1	5	0	0	0	0	7	5	5
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation													0	0	0	0	0	0
Q. Retirement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping	0	0	0										0	0	0	0	0	0
S. Telework	0	0	0	0	0	0			1	1	2	0	0	0	0	6	2	2
T. Termination	0	0	0	0	0	0			1	0	0	0	0	0	0	2	1	1
U. Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	1	0	0	0	0			1	0	0	0	0	0	0	10	2	2
W. Training	0	1	0	0	0	0			0	0	0	0	0	0	0	4	2	2
X. Other Terms/Conditions of Employment	2	2	0	0	0	1			0	1	0	0	2	1	1	10	5	5
1. Counseling Settlement Allegations	2	1	0	0	0	0	0	0	0	0	0	0						
1a. Number of Counselings Settled	2	1	0	0	0	0	0	0	0	0	0	0						
1b. Number of Counselees Settled With	2	1	0	0	0	0	0	0	0	0	0	0						

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																
	Race						Color	Religion	Reprisal	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complaints Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complaints Issued Final Orders With Findings Fully Implemented by Issue
	American / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races											
Q. Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping										0	0	0	0	0	0	0	0
S. Telework	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. Termination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	1	0	0	0	0	1	0	0	0	6	1	6	1	1
W. Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. Other Terms/Conditions of Employment	0	0	0	1	0	0	0	0	0	0	0	0	3	1	3	1	1
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0								
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	3	0	0	0	0	2								
2a. Number of AJ Decisions With Findings	0	0	0	1	0	0	0	0	1								
3. Final Agency Order Findings Implemented	0	0	0	3	0	0	0	0	2								

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																			
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GI NA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complaints Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision on with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complaints Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LG BT		Hispanic / Latino	Other	Male	Female		Mental	Physical									
1. Denied	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability				0						0	0	0	0	0	0	0	0	0	0	0
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation													0	0	0	0	0	0	0	0
Q. Retirement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping	0	0	0										0	0	0	0	0	0	0	0
S. Telework	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. Termination	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	1	0	0	0	0			1	1	1	0	0	0	0	6	1	6	1	1
W. Training	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. Other Terms/Conditions of Employment	0	1	0	0	0	0			1	0	0	0	0	0	0	3	1	3	1	1
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																			
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GI NA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision on Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LG BT		Hispanic / Latino	Other	Male	Female		Mental	Physical									
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	3	0	0	0	0	0	0	3	2	2	0								
2a. Number of AJ Decisions With Findings	0	1	0	0	0	0	0	0	1	1	1	0								
3. Final Agency Order Findings Implemented	0	3	0	0	0	0	0	0	3	2	2	0								
3a. # of Final Orders (FOs) With Findings Implemented	0	1	0	0	0	0	0	0	1	1	1	0								
3b. # of Complainants Issued FOs With Findings Implemented	0	1	0	0	0	0	0	0	1	1	1	0								

AGENCY OR DEPARTMENT: HUD
(and below)

REPORTING PERIOD: 10/01/2022 –
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Part V – Summary of Closures by Statute

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
81	1. Title VII
0	1a. Pregnancy Discrimination Act (PDA)
34	2. Age Discrimination in Employment Act (ADEA)
52	3. Rehabilitation Act
0	4. Equal Pay Act (EPA)
0	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
167	This number may be larger than the total number of complaints closed. (A1 + A1a + A2 + A3 + A4 + A5)

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(and below)

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Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	93	48509	521.60
1. Withdrawals (a + b)	14	2268	162.00
a. Non-ADR Withdrawals	14	2268	162.00
b. ADR Withdrawals	0	0	0.00
2. Settlements (a + b)	21	9032	430.10
a. Non-ADR Settlements	18	8515	473.06
b. ADR Settlements	3	517	172.33
3. Final Agency Actions (B + C)	58	37209	641.53
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	31	11624	374.97
1. Finding Discrimination	0	0	0.00
2. Finding No Discrimination	16	10338	646.12
3. Dismissal of Complaints	15	1286	85.73
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	27	25585	947.59
1. AJ Decision Fully Implemented (a + b + c)	27	25585	947.59
(a) Finding Discrimination	1	1492	1,492.00
(b) Finding No Discrimination	26	24093	926.65
(c) Dismissal of Complaints	0	0	0.00
2. AJ Decision NOT Fully Implemented (a + b + c)	0	0	0.00
(a) Finding Discrimination (i + ii + iii)	0	0	0.00
i. Agency Appealed Finding But Not Remedy	0	0	0.00
ii. Agency Appealed Remedy But Not Finding	0	0	0.00
iii. Agency Appealed Finding And Remedy	0	0	0.00
(b) Finding No Discrimination	0	0	0.00
(c) Dismissal of Complaints	0	0	0.00

	Total Number	Total Days	Average Days
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)	16	3868	241.75
1. Complainant Requested Immediate FAD (1a + 1b)	4	708	177.00
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	4	708	177.00
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	7	2284	326.29
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	7	2284	326.29
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	3	556	185.33
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	3	556	185.33
4. Final Agency Decision Issued On A Mixed Case (4a + 4b)	2	320	160.00
a. Agency Issued FAD WITHIN 45 Days After Investigation	0	0	0.00
b. Agency Issued FAD MORE THAN 45 Days After Investigation	2	320	160.00

AGENCY OR DEPARTMENT: HUD
(and below)

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Part VII – Summary of Complaints Closed by Types of Benefits

	Number	Amount
A. Total complaints closed with benefits	21	
B. Total closures with monetary benefits to complainant	12	\$467,972.42
1. Back Pay/Front Pay	1	\$1,122.42
2. Lump Sum Payment	11	\$433,437.50
3. Compensatory Damages	1	\$10,000.00
4. Attorney fees and costs	3	\$23,412.50
5. Other Monetary Benefits		
6.	0	\$0.00
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	17	
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
1. Hires	1	0
a. Retroactive	0	0
b. Non-Retroactive	1	0
2. Promotions	0	1
a. Retroactive	0	1
b. Non-Retroactive	0	0
3. Expungements	0	0
4. Reassignments	0	3
5. Removal Rescinded	0	3
a. Reinstatement	0	0
b. Voluntary Resignation	0	3
6. Accommodations	0	1
7. Training	0	0

8. Apology	0	0
9. Disciplinary Actions	1	1
a. Rescinded	1	0
b. Modified	0	1
10. Performance evaluation modified	3	2
11. Leave Restored	4	2
12. Neutral Reference	0	0
13. Other Non-Monetary Benefits		
14.	0	0

AGENCY OR DEPARTMENT: HUD
(and below)

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Part VIII – Summary of Pending Complaints By Category

	Number Pending	Number of Days	Average Days	Days Pending Oldest Case	Oldest Case EEOC Hearing #
A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)	62	15123			
1. Complaints Pending Written Notification (Acknowledgement Letter)	3	133	44.00	81	
1a. Complaints Pending Decision to Accept/Dismiss	0	0	0.00	0	
2. Complaints Pending Investigation	24	2428	101.00	251	
2a. Complaints Pending 180 Day Investigation Notice	2	459	230.00	248	
3. Complaints In Hearing	25	9672	387.00	775	570-2022-00912X
4. Complaints Pending A Final Agency Action	10	2890	289.00	737	

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(and below)

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Part IX – Summary Of Investigations Completed

	Total	Total Days	Average
A. Total Investigations Completed During Reporting Period (1 + 3)	44	10785	245.11
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	0	0	0
a. Investigations Completed in 180 Days or Less	0	0	0.00
b. Investigations Completed in 181 - 360 Days	0	0	0.00
1. Timely Completed Investigations	0	0	0.00
2. Untimely Completed Investigations	0	0	0.00
c. Investigations Completed in 361 or More Days	0	0	0.00
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	44	10785	245.11
a. Investigations Completed in 180 Days or Less	8	1072	134.00
b. Investigations Completed in 181 - 360 Days	35	9339	266.83
1. Timely Completed Investigations	33	8783	266.15
2. Untimely Completed Investigations	2	556	278.00
c. Investigations Completed in 361 or More Days	1	374	374.00
4. Contractor Investigation Costs	\$180,850.00		4,110.23

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(and below)

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Part X – Summary of ADR Program Activities

Informal Phase (Pre-Complaint)

	Counselings	Individuals	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Completed/Ended Counselings				
1. ADR Offered By Agency	17	17		
2. Rejected By Individual (Counselee)	3	3		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	14	14		
C. ADR Resources Used in Completed/Ended Counselings (Total)	10	10		
1. Inhouse	0	0		
2. External	10	10		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
6.				
7.				
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	10	10	474	47.40
1. Mediation	10	10	474	47.40
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Peer Review	0	0	0	0.00
8. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00

	Counselings	Individuals	Days	Average Days
9.				
10.				
E. Status of Cases				
1. Total Closed	14	14	666	47.57
a. Settlements with Benefits (Monetary & Non-monetary)	3	3	158	52.67
b. No Formal Complaint Filed	5	5	211	42.20
c. Complaint Filed				
i. No Resolution	6	6	297	49.50
ii. No ADR Attempt (aka Part X.E. 1.d)	0	0	0	0.00
e. Decision to File Complaint Pending at the End of the Reporting Period	0	0	0	0.00
2. Intentionally Left Blank				

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Part XI – Summary of ADR Program Activities
Formal Phase (Complaint Filed)

	Complaints	Complainants	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Complaint Closures				
1. ADR Offered By Agency	7	7		
2. Rejected By Complainant	0	0		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	7	7		
C. ADR Resources Used in Complaint Closures (Totals)	6	6		
1. Inhouse	0	0		
2. External	6	6		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
5. Federal Executive Board	0	0		
6.				
7.				
D. ADR Techniques Used in Complaint Closures (Totals)	6	6	355	59.17
1. Mediation	6	6	355	59.17
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Mini Trials	0	0	0	0.00
8. Peer Review	0	0	0	0.00

9. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00
10.				
11.				
E. Status of Cases in Complaint Closures				
1. Total Closed	7	7	1475	210.71
a. Settlements with Benefits (Monetary & Non-monetary)	3	3	222	74.00
b. Withdrawal from EEO Process	0	0	0	0.00
c. No Resolution	4	4	1253	313.25
d. No ADR Attempt	0	0	0	0.00
2. Intentionally Left Blank				
	Complaints	Complainants	Amount	
F. Benefits Received				
1. Monetary (Insert Totals)	0	0	\$0.00	
a. Compensatory Damages	0	0	\$0.00	
b. Backpay/Frontpay	0	0	\$0.00	
c. Lump Sum	0	0	\$0.00	
d. Attorney Fees and Costs	0	0	\$0.00	
f.				
2. Non-Monetary (Insert Totals)	3	3		
a. Hires	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
b. Promotions	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
c. Expungements	0	0		
d. Reassignments	1	1		
e. Removals Rescinded	2	2		
i. Reinstatement	0	0		
ii. Voluntary Resignation	2	2		
f. Accommodations	0	0		

g. Training	0	0		
h. Apology	0	0		
i. Disciplinary Actions	0	0		
i. Rescinded	0	0		
ii. Modified	0	0		
j. Performance Evaluation Modified	0	0		
k. Leave Restored	0	0		
l. Neutral Reference	0	0		
m.				
n.				

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Part XII – Summary of EEO ADR Program Activities

EEO ADR Resources		Number	Trained
A. No Longer Collected			
B. Employees that can participate in EEO ADR		8778	
C. Resources that manage EEO ADR program (does not include neutrals as reported in parts X & XI)		1	
1. In-House Full Time (40 Hours EEO ADR Only)		1	
2. In-House Part Time (32 Hours EEO ADR Only)		0	
3. In-House Collateral Duty (Others/Non-Contract)		0	
4. Contract (Another Federal Agency/Private Organizations)		0	
	Amount		
D. EEO ADR Funding Spent	\$36,000.00		
E. EEO ADR Contact Information			
1. Name of EEO ADR Program Director / Manager		Jose A. Flores	
2. Title		ADR Coordinator	
3. Telephone Number		202-215-4258	
4. Email		jose.a.flores@hud.gov	
	YES	NO	
F. EEO ADR Program Information			

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	
1a. If so, is there a written policy requiring the participation?	X	
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

Certification and Contact Information

<p>I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2022 through September 30, 2023, is accurate and complete.</p>
<p>Name and Title of Certifying Official:</p>
<p>Signature of Certifying Official: (Enter PIN here to serve as your electronic signature)</p>
<p>Date and Telephone Number:</p>
<p>Email:</p>
<p>Name and Title of Preparer:</p>

Date and Telephone Number:

Email:

The FY 2023 report (with the PIN entered) is due on or before October 31.