FEDERAL MEDIATION & CONCILIATION SERVICE

No FEAR Act Report Second Quarter Fiscal Year 2023

Complaint Activity	Comparative Data					2023	2023
	2018	2019	2020	2021	2022	Qtr. 1	Qtr. 2
1) Number of Complaints Filed	1	3	2	1	2	3	0
2) Number of Complainants	1	3	2	1	2	3	0
3) Number of Individuals Filing More Than Once	0	0	0	0	0	0	0
Complaint Basis	**Comparative Data**					**2023**	**2023**
	2018	**2019**	**2020**	**2021**	**2022**	**Qtr. 1**	**Qtr. 2**
4) Total Complaints	1	3	2	1	2	3	0
A) Race	1	3	1	1	2	2	0
i) Black	0	0	0	1	2	1	0
ii) White	1	3	0	0	0	0	0
iii) American Indian / Alaskan Native	0	0	0	0	0	0	0
iv) Asian / Pacific Islander	0	0	0	0	0	0	0
v) Hispanic	0	0	0	0	0	1	0
B) Color	0	0	0	0	1	1	0
C) Sex-Male (EPA claims included)	1	1	0	0	0	0	0
D) Sex-Female (EPA claims included)	0	1	0	1	0	1	0
E) Religion	0	1	0	0	0	1	0
F) National Origin	0	0	0	0	1	0	0
G) Age	1	3	2	0	1	2	0
H) Disability	0	0	2	0	0	0	0
i) Mental	0	0	2	0	0	0	0
ii) Physical	0	1	1	0	0	0	0
I) Reprisal/Retaliation for Previous EEO Activity	0	2	0	0	1	1	0
J) Non-EEO	0	0	0	0	0	0	0

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Complaint Issue	Comparative Data					2023	2023
	2018	2019	2020	2021	2022	Qtr. 1	Qtr. 2
5) Total EEO Complaints	1	3	2	1	2	3	0
A) Appointment/Hire	1	2	1	0	0	0	0
B) Assignment of Duties	0	0	0	0	0	0	0
C) Awards	0	0	0	0	0	0	0
D) Conversion to Full-Time	0	0	0	0	0	0	0
E) Disciplinary Action	0	0	0	0	0	3	0
i) Demotion	0	0	0	0	0	2	0
ii) Reprimand	0	0	0	0	0	1	0
iii) Suspension	0	0	0	0	0	0	0
iv) Removal	0	0	0	0	0	0	0
F) Duty Hours	0	0	0	0	0	0	0
G) Evaluation / Appraisal	0	0	1	0	1	0	0
H) Examination / Test	0	0	0	0	0	0	0
I) Harassment	0	0	0	2	2	0	0
i) Non-Sexual	0	0	0	2	2	0	0
ii) Sexual	0	0	0	0	0	0	0
J) Medical Examination	0	0	0	0	0	0	0
K) Pay (Including Overtime)	0	0	0	0	0	0	0
L) Promotion / Non-Selection	0	1	0	0	1	3	0
M) Reassignment	0	0	0	0	0	0	0
i) Denied	0	0	0	0	0	0	0
ii) Directed	0	0	0	0	0	0	0
N) Reasonable Accommodation	0	0	0	0	0	0	0
O) Reinstatement	0	0	0	0	0	0	0
P) Retirement	0	0	0	0	0	0	0
Q) Termination	0	0	0	0	0	0	0
R) Terms / Conditions of Employment	0	0	1	0	0	0	0
S) Time and Attendance	0	0	0	0	0	0	0
T) Training	0	0	0	0	0	0	0
U) Other	0	0	0	0	0	0	0

FEDERAL MEDIATION & CONCILIATION SERVICE

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Processing Time & Disposition	Comparative Data					2023	2023
	2018	2019	2020	2021	2022	Qtr. 1	Qtr. 2
6) Number of Complaints Pending (for any length of time)	2	1	1	0	2	3	4
A) Average Number of Days to Fully Investigate a Formal Complaint	180	335	198	0	0	133	131
B) Average Number of Days to Issue a Final Decision When No EEOC Hearing Requested	0	0	0	0	0	0	0
7) Number of Final Actions Completed	0	0	0	0	0	0	0
A) Number of Final Actions Without A Hearing	0	0	0	0	0	0	0
B) Number of Final Actions After Hearing	0	0	0	0	0	0	0
8) Total Number of Complaints Dismissed	0	0	0	0	0	0	0
9) Average Length of Time to Dismiss	0	0	0	0	0	0	0

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Final Actions by Basis	Comparative Data					2023	2023
	2018	2019	2020	2021	2022	Qtr. 1	Qtr. 2
10) Total	0	0	0	0	0	0	0
A) Race	0	0	0	0	0	0	0
B) Color	0	0	0	0	0	0	0
C) Sex-Male	0	0	0	0	0	0	0
D) Sex-Female	0	0	0	0	0	0	0
E) Religion	0	0	0	0	0	0	0
F) National Origin	0	0	0	0	0	0	0
G) Age	0	0	0	0	0	0	0
H) Disability	0	0	0	0	0	0	0
I) Retaliation	0	0	0	0	0	0	0
Findings After Hearing							
J) Race	0	0	0	0	0	0	0
K) Color	0	0	0	0	0	0	0
L) Sex-Male	0	0	0	0	0	0	0
M) Sex-Female	0	0	0	0	0	0	0
N) Religion	0	0	0	0	0	0	0
O) National Origin	0	0	0	0	0	0	0
P) Age	0	0	0	0	0	0	0
Q) Disability	0	0	0	0	0	0	0
R) Retaliation	0	0	0	0	0	0	0
Findings Without Hearing							
S) Race	0	0	0	0	0	0	0
T) Color	0	0	0	0	0	0	0
U) Sex-Male	0	0	0	0	0	0	0
V) Sex-Female	0	0	0	0	0	0	0
W) Religion	0	0	0	0	0	0	0
X) National Origin	0	0	0	0	0	0	0
Y) Age	0	0	0	0	0	0	0
Z) Disability	0	0	0	0	0	0	0
AA) Retaliation	0	0	0	0	0	0	0

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Final Actions by Issue	Comparative Data					2023	2023
All Types	2018	2019	2020	2021	2022	Qtr. 1	Qtr. 2
11) Total	0	0	0	0	0	0	0
A) Appointment/Hire	0	0	0	0	0	0	0
B) Assignment of Duties	0	0	0	0	0	0	0
C) Awards	0	0	0	0	0	0	0
D) Conversion to Full-Time	0	0	0	0	0	0	0
E) Disciplinary Action	0	0	0	0	0	0	0
i) Demotion	0	0	0	0	0	0	0
ii) Reprimand	0	0	0	0	0	0	0
iii) Suspension	0	0	0	0	0	0	0
iv) Removal	0	0	0	0	0	0	0
F) Duty Hours	0	0	0	0	0	0	0
G) Evaluation / Appraisal	0	0	0	0	0	0	0
H) Examination / Test	0	0	0	0	0	0	0
I) Harassment	0	0	0	0	0	0	0
i) Non-Sexual	0	0	0	0	0	0	0
ii) Sexual	0	0	0	0	0	0	0
J) Medical Examination	0	0	0	0	0	0	0
K) Pay (Including Overtime)	0	0	0	0	0	0	0
L) Promotion / Non-Selection	0	0	0	0	0	0	0
M) Reassignment	0	0	0	0	0	0	0
i) Denied	0	0	0	0	0	0	0
ii) Directed	0	0	0	0	0	0	0
N) Reasonable Accommodation	0	0	0	0	0	0	0
O) Reinstatement	0	0	0	0	0	0	0
P) Retirement	0	0	0	0	0	0	0
Q) Termination	0	0	0	0	0	0	0
R) Terms / Conditions of Employment	0	0	0	0	0	0	0
S) Time and Attendance	0	0	0	0	0	0	0
T) Training	0	0	0	0	0	0	0
U) Other	0	0	0	0	0	0	0

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Final Actions by Issue (continued)	Comparative Data					2023	2023
Findings After Hearing	2018	2019	2020	2021	2022	Qtr. 1	Qtr. 2
V) Appointment/Hire	0	0	0	0	0	0	0
W) Assignment of Duties	0	0	0	0	0	0	0
X) Awards	0	0	0	0	0	0	0
Y) Conversion to Full-Time	0	0	0	0	0	0	0
Z) Disciplinary Action	0	0	0	0	0	0	0
i) Demotion	0	0	0	0	0	0	0
ii) Reprimand	0	0	0	0	0	0	0
iii) Suspension	0	0	0	0	0	0	0
iv) Removal	0	0	0	0	0	0	0
AA) Duty Hours	0	0	0	0	0	0	0
AB) Evaluation / Appraisal	0	0	0	0	0	0	0
AC) Examination / Test	0	0	0	0	0	0	0
AD) Harassment	0	0	0	0	0	0	0
i) Non-Sexual	0	0	0	0	0	0	0
ii) Sexual	0	0	0	0	0	0	0
AE) Medical Examination	0	0	0	0	0	0	0
AF) Pay (Including Overtime)	0	0	0	0	0	0	0
AG) Promotion / Non-Selection	0	0	0	0	0	0	0
AH) Reassignment	0	0	0	0	0	0	0
i) Denied	0	0	0	0	0	0	0
ii) Directed	0	0	0	0	0	0	0
AI) Reasonable Accommodation	0	0	0	0	0	0	0
AJ) Reinstatement	0	0	0	0	0	0	0
AK) Retirement	0	0	0	0	0	0	0
AL) Termination	0	0	0	0	0	0	0
AM) Terms / Conditions of Employment	0	0	0	0	0	0	0
AN) Time and Attendance	0	0	0	0	0	0	0
AO) Training	0	0	0	0	0	0	0
AP) Other	0	0	0	0	0	0	0

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Final Actions by Issue (continued)	**Comparative Data**					**2023**	**2023**
Findings Without Hearing	**2018**	**2019**	**2020**	**2021**	**2022**	**Qtr. 1**	**Qtr. 2**
AQ) Appointment/Hire	0	0	0	0	0	0	0
AR) Assignment of Duties	0	0	0	0	0	0	0
AS) Awards	0	0	0	0	0	0	0
AT) Conversion to Full-Time	0	0	0	0	0	0	0
AU) Disciplinary Action	0	0	0	0	0	0	0
i) Demotion	0	0	0	0	0	0	0
ii) Reprimand	0	0	0	0	0	0	0
iii) Suspension	0	0	0	0	0	0	0
iv) Removal	0	0	0	0	0	0	0
AV) Duty Hours	0	0	0	0	0	0	0
AW) Evaluation / Appraisal	0	0	0	0	0	0	0
AX) Examination / Test	0	0	0	0	0	0	0
AY) Harassment	0	0	0	0	0	0	0
i) Non-Sexual	0	0	0	0	0	0	0
ii) Sexual	0	0	0	0	0	0	0
AZ) Medical Examination	0	0	0	0	0	0	0
BA) Pay (Including Overtime)	0	0	0	0	0	0	0
BB) Promotion / Non-Selection	0	0	0	0	0	0	0
BC) Reassignment	0	0	0	0	0	0	0
i) Denied	0	0	0	0	0	0	0
ii) Directed	0	0	0	0	0	0	0
BD) Reasonable Accommodation	0	0	0	0	0	0	0
BE) Reinstatement	0	0	0	0	0	0	0
BF) Retirement	0	0	0	0	0	0	0
BG) Termination	0	0	0	0	0	0	0
BH) Terms / Conditions of Employment	0	0	0	0	0	0	0
BI) Time and Attendance	0	0	0	0	0	0	0
BJ) Training	0	0	0	0	0	0	0
BK) Other	0	0	0	0	0	0	0

FEDERAL MEDIATION & CONCILIATION SERVICE

No FEAR Act Report Second Quarter Fiscal Year 2023

Pending Complaints	Comparative Data					2023	2023
	2018	2019	2020	2021	2022	Qtr. 1	Qtr. 2
12) Total	2	2	2	5	2	4	4
A) Individuals Filing	2	2	2	5	2	4	4
B) Number complaints pending	2	2	2	4	1	4	4
i) Notification / Counseling	0	0	1	1	0	0	0
ii) Investigation	0	1	1	2	1	3	3
iii) Hearing	2	1	0	2	0	1	1
iv) Final Action	0	0	0	0	0	0	0
v) Appeal with EEOC	0	0	0	0	0	0	0
C) Investigations Exceeding Required Time	0	0	1	0	0	0	0