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[Posted Pursuant to the No FEAR Act: Centers for Medicare & Medicaid Services \(CMS\)](#)

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# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: CMS (and below)

For 1<sup>st</sup> Quarter 2024 for period ending December 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	35	36	24	20	34	13
Number of Complainants	33	32	24	15	31	12
Repeat Filers	2	3	0	3	3	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	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	14	16	12	13	19	6
Color	4	3	1	9	13	0
Religion	1	5	0	2	2	1
Reprisal	25	19	11	10	22	6
Sex	10	12	12	7	12	3
PDA	0	0	0	0	1	0
National Origin	1	5	3	6	5	1
Equal Pay Act	0	0	1	1	0	0

Age	7	12	7	2	11	5
Disability	15	17	5	7	14	8
Genetics	0	1	0	0	2	0
Non-EEO	1	1	0	0	1	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru 12-31</b>
<i>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.</i>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Appointment/Hire	1	2	1	1	6	1
Assignment of Duties*	12	7	11	0	0	0
Awards	1	1	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand**	1	2	2	0	0	0
Suspension	1	1	0	1	0	0
Removal	2	3	0	1	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	3	7	1
Other 2 **	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	14	11	5	4	13	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	24	20	12	13	21	1

Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	3	1	0
Promotion/Non-Selection	10	5	6	3	1	1
<b>Reassignment</b>						
Denied	1	0	0	1	0	0
Directed	2	1	0	0	0	0
Reasonable Accommodation Disability	10	4	2	3	7	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	1	0	0	0	0
Retirement*	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	6	5	1	2	3	1
Termination	0	4	2	2	7	1
Terms/Conditions of Employment	13	13	9	0	0	0
Time and Attendance	6	7	2	3	9	0
Training	4	1	1	0	4	0
Other Terms/Conditions of Employment*	0	0	0	10	21	4
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru 12-31</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	200.75	213.75	227.67	198.82	167.07	261.00
Average number of days in final action	29.80	26.86	28.00	118.50	30.70	0















Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	<b>Comparative Data</b>						<b>2024 Thru 12-31</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	14	25	22	15	7	30						
Total Complainants	12	23	20	14	6	28						
<b>Number complaints pending</b>												
Investigation	1	0	0	0	0	15						
ROI issued, pending Complainant's action	0	0	0	0	0	2						
Hearing	13	23	18	14	7	12						
Final Agency Action	0	1	4	1	0	1						
Appeal with EEOC Office of Federal Operations	0	0	3	2	1	2						
Complaint Investigations	<b>Comparative Data</b>						<b>2024 Thru 12-31</b>					
	<b>Previous Fiscal Year Data</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	0	0	0	0	0						