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<b>Equal Employment Opportunit</b>
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Posted Pursuant to the No FEAR Act: Centers for Medicare & Medicaid Services (CMS)

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

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

## CMS (and below)

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

**Comparative Data** 

Complaint Activity		Previo	Previous Fiscal Year Data										
-	2019	202	0 20	21 2	022	2023	Thru 12-31						
Number of Complaints Filed	35	36	2	4	20	34	13						
Number of Complainants		32	2	4	15	31	12						
Repeat Filers	2	3	(	)	3	3	1						
Complaints by Pagis			)ata										
Complaints by Basis		Previous Fiscal Year Data											
Note: Complaints can be filed alleg multiple bases. The sum of the base not equal total complaints filed.		2019	2020	2021	2022	2023	2024 Thru 12-31						
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
		C	ompar	ative D	ata	
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
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.	2019	2020	2021	2022	2023	2024 Thru 12-31
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
Disciplinary Action						
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
Harassment						
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
Reassignment							
Denied		1	0	0	1	0	0
Directed		2	1	0	0	0	0
Reasonable Accommodation Dis	ability	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 Employmen	nt	13	13	13 9 0		0	0
Time and Attendance		6	7	7 2		9	0
Training		4	1	1	0	4	0
Other Terms/Conditions of Empl	oyment*	0	0	0	10	21	4
			Compa	ırative	Data	ı	
Processing Time	]	Previous	Fiscal	l Year	Data		2024
	2019	2020	2021	20	22	2023	Thru 12-31
Complaints pending during fiscal	l year						
Average number of days in investigation	200.75	213.75	227.6	57 198	3.82	167.07	261.00
Average number of days in final action	29.80	26.86	26.86 28.00 118.		3.50	30.70	0

Complaint pending during fiscal	year w	hei	re he	arin	g wa	as r	eque	sted	1				
Average number of days in investigation	203.1	19	248	.62	24	4.1′	7 22	24.7	78	167	.57	212	2.33
Average number of days in final action	17.0	0	12.	.75	10	).64		0		0		(	0
Complaint pending during fiscal	year w	hei	re he	arin	g wa	as n	ot re	que	sted				
Average number of days in investigation	205.8	33	206	5.00	23	1.5′	7 18	87.5	58	185	.40	309	9.67
Average number of days in final action	59.6	7	59.	.75	91	1.67	2	13.3	30	102	.00	(	0
						Co	mpa	rat	ive ]	Dat	a		
Complaints Dismissed by Ago	CITCY											)24	
			20	2019		2020 2		1 2	2022		2023		hru -31
Total Complaints Dismissed by A	Agency	<i>y</i>	(	)	3		4	3			1		0
Average days pending prior to di	smissa	ı1	(	0		3	135		68		92		0
Complaints Withdrawn by Co	ompla	ina	ants										
Total Complaints Withdrawn by Complainants			2	2	2		7		5		0		0
					C	om	para	tiv	e Da	ıta			
Total Final Agency Actions	Ī		P	revi	ous	Fis	cal Y	Zea1	r Da	ıta			024
Finding Discrimination	Ī	20	19	20	20	20	021	1 2022		2	023		hru 2-31
	İ	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	İ	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	Comparative Data											
Rendered by Basis		P	rev	ious	Fis	cal Y	Zea1	r Da	ta		2024 Thru	
Note: Complaints can be filed	20	019	20	)20	20	)21	2022		2023		1	hru 2-31
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
PDA	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 Act	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
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	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
PDA	0	0	0	0	0	0	0	0	0	0	0	0

Total Number Findings  Appointment/Hire	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0		
T I.V	#	%	#	<b>%</b>	#	<b>%</b>	#	%	#	%	#	%		
Findings of Discrimination Rendered by Issue	20	19		20		21 Y		Dat 22		)23	Tl	)24 hru -31		
		Comparative Data  Previous Fiscal Year Data												
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0		
Genetics	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		
Age	0	0	0	0	0	0	0	0	0	0	0	0		
Equal Pay Act	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		
PDA	0	0	0	0	0	0	0	0	0	0	0	0		
Sex	0	0		0	0	0	0	0	0	0	0	0		
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0		
Religion	0	0	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	0	0	0	0		
Race	$0 \ 0$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0		
Findings Without Hearing	0		0		0		0		0		0			
			1				1		1					
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0		
Genetics	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		
Age	0	0	0	0	0	0	0	0	0	0	0	0		
Equal Pay Act	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		

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
Findings After Hearing	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	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
Findings Without Hearing	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	
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data Previous Fiscal Year Data									2024	
		2019	2020		202	1	2022	202	23	Thru 12-31			
Total complaints from previous Fiscal Years			14	25		22		15 7		30			
Total Complainants			12	23		20		14	6		28		
Number complaints pending													
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	
			Comparative Data										
Complaint Investigations		Previous Fiscal Year Data 2024 Thru											
			2019	202	20	2021	1	2022	202	23		1ru -31	
Pending Complaints Where Investigations Exceed Required Time Frames		0	0		0		0	0	)	(	0		