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

USAID (and below)

For 3rd Quarter 2023 for period ending June 30, 2023

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			•	ntive Data		2023			
	Previous Fiscal Year Data				Thru				
Complaint Activity Number of Complaints Filed	2018 30	2019 25	2020 29	2021 31	2022 39	30-Jun 21			
Number of Complaints Filed Number of Complainants	30	25	29	29	38	21			
epeat Filers	0	0	3	2	1	0			
				tive Data		2023			
Complaints by Basis	_	Pre	evious Fiscal Year Da	ata		Thru			
ote: Complaints can be filed alleging multiple bases.	2018	2019	2020	2021	2022	30-Jun			
e sum of the bases may not equal total complaints filed.	14	13	15	16	15	9			
lor	5	7	7	6	10	6			
igion	3	2	2	3	10	1			
prisal	13 18	11 16	16 12	20 12	21 12	7			
A	1	1	1	0	0	0			
tional Origin	8	5	6	5	5	3			
ual Pay Act ge	0 10	0 10	0 8	7	7	7			
sability	8	3	6	6	16	1			
netics	0	0	0	0	6	0			
n-EEO	1	2	2 Compara	2 ntive Data	3	1			
		Dre	evious Fiscal Year Da			2023			
Complaints by Issue			vious riscai Teal Da	11a		Thru			
e: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total plaints filed. ting in FY2022, issues marked with: e reported under Other Terms / Conditions of Employment. re reported under Other Disciplinary Actions.	2018	2019	2020	2021	2022	30-Jun			
ointment/Hire gnment of Duties*	0	0 8	0 4	7 3	0	5			
ds	0	0	0	0	0	1			
ersion to Full Time/Perm Status*	0	0	0	0	0	0			
plinary Action Demotion	0	0	0	0	0	0			
Reprimand**	0	0	0	0	0	0			
uspension	0	0	1	0	0	0			
emoval isciplinary Warning**	0	0	0	0	0	0			
Other Disciplinary Actions**	0	1	0	0	2	1			
Other 2**	0	0	0	0	0	0			
/ Hours* . Eval./ Appraisal	0 5	0	0	0 6	3	0			
mination/Test	0	0	0	0	0	0			
assment									
Non-Sexual Sexual	1	3 0	5 0	0	0	0			
ical Examination	0	0	0	0	0	0			
ocluding overtime	2	1	1	0	4	1			
notion/Non-Selection signment	3	1	5	10	6	2			
Denied	0	0	0	0	2	1			
Directed	0	1	1	0	0	2			
nable Accommodation Disability atement*	3 0	0	0	0	0	0			
us Accommodation	0	0	0	0	0	0			
nent*	0	0	0	0	0	0			
ereotyping ork	0	0	0	0	0	0			
ation	2	0	4	1	3	2			
Conditions of Employment*	4	3	7	4	9	3			
and Attendance	1	0	2	0	2	0			
ng Terms/Conditions of Employment*	0	0	0	0	5 13	6			
er Defined - Other 1*	3	3	0	0	0	0			
ser Defined - Other 2*	1	0	0	0	0	0			
	0	0	0	0	0	0			
		0	0	0 0 0 0 0 0 Comparative Data					
		0	· ·		0	0			
		-	· ·	itive Data	0	2023			
Jser Defined - Other 4*		-	Compara	itive Data	2022				
Ser Defined - Other 4* Processing Time laints pending during fiscal year	2018	Pre 2019	Compara evious Fiscal Year Da 2020	ative Data ata 2021	2022	2023 Thru 30-Jun			
Processing Time slaints pending during fiscal year verage number of days in investigation	2018 319.93	2019 310.8	Compara evious Fiscal Year Da 2020 219.07	ata 2021 149.7	2022 157.53	2023 Thru 30-Jun			
Processing Time aints pending during fiscal year erage number of days in investigation erage number of days in final action	2018	Pre 2019	Compara evious Fiscal Year Da 2020	ative Data ata 2021	2022	2023 Thru 30-Jun			
Processing Time laints pending during fiscal year verage number of days in investigation verage number of days in final action laint pending during fiscal year where hearing was requested verage number of days in investigation	2018 319.93 313 286.43	2019 310.8 129.78	Compara evious Fiscal Year Da 2020 219.07 111.5 246.57	149.7 37.26	2022 157.53 31.11 167.5	2023 Thru 30-Jun 184.75 26			
Processing Time aints pending during fiscal year erage number of days in investigation erage number of days in final action aint pending during fiscal year where hearing was requested erage number of days in investigation erage number of days in investigation erage number of days in final action	2018 319.93 313	2019 310.8 129.78	Compara evious Fiscal Year Da 2020 219.07 111.5	2021 149.7 37.26	2022 157.53 31.11	2023 Thru 30-Jun 184.75 26			
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Processing Time mplaints pending during fiscal year Average number of days in investigation Average number of days in final action mplaint pending during fiscal year where hearing was requested Average number of days in final action mplaint pending during fiscal year where hearing was requested Average number of days in final action mplaint pending during fiscal year where hearing was not requested Average number of days in investigation Average number of days in investigation Average number of days in final action Complaints Dismissed by Agency erage days pending prior to dismissal Complaints Dismissed by Agency erage days pending prior to dismissal Complaints Withdrawn by Complainants Total Final Agency Actions Finding Discrimination tal Number Findings Without Hearing Findings of Discrimination Rendered by Basis the: Complaints can be filed alleging multiple bases. e sum of the bases may not equal total complaints and findings. tal Number Findings Race Color Religion	2018 319.93 313 286.43 0 353.43 313 2018 2 224 Vithdrawn by Comp 2 4 0 0 0 0 0 0 0 0 0 0 0	Pre 2019 310.8 129.78 332.33 81.67 260.56 226 Pre 2019 5 107 Dainants 1	Compara evious Fiscal Year Da 2020 219.07 111.5 246.57 48.42 146.88 201.64 Compara evious Fiscal Year Da 2020 4 98 2 20 # 0 0 0 0 0 0 0 0 0	149.7 37.26 151.25 28.82 147.93 48.88 148 2021 2 48 2 Compa Previous Fiscal Yea 19 0 0 0 0 0 0 0 0 0 0	2022 157.53 31.11 167.5 10.38 158 53.62 2022 7 59 2 arative Data ar Data 2 # 0 0 0 0 arative Data ar Data 2 # 0	2023 Thru 30-Jun 184.75 26 193.5 20.42 167.25 59.5 2023 Thru 30-Jun 6 37 3 2020 % 0 0 0 0 0 0 0			
Processing Time Melaints pending during fiscal year Average number of days in investigation Average number of days in final action Implaint pending during fiscal year where hearing was requested Average number of days in investigation Average number of days in final action Complaints Dismissed by Agency atal Complaints Dismissed by Agency atal Complaints Dismissed by Agency atal Complaints Withdrawn by Complainants Complaints Withdrawn by Complainants Total Final Agency Actions Finding Discrimination atal Number Findings With Hearing Findings of Discrimination Rendered by Basis ate: Complaints can be filed alleging multiple bases. as und of the bases may not equal total complaints and findings. atal Number Findings Race Color	2018 319.93 313 286.43 0 353.43 313 2018 2 224 Vithdrawn by Comp 2 20 # 0 0 0 0 0 0 0 0 0 0	2019 310.8 129.78 332.33 81.67 260.56 226 Pre 2019 5 107 plainants 1	Compara evious Fiscal Year Da 2020 219.07 111.5 246.57 48.42 146.88 201.64 Compara evious Fiscal Year Da 2020 4 98 2 20 # 0 0 0 0 0 0 0 0	149.7 37.26 151.25 28.82 147.93 48.88 148 2 2 Compa Previous Fiscal Yea 019 % Previous Fiscal Yea 019 % Compa 0 0 Compa	2022 157.53 31.11 167.5 10.38 158 53.62 2022 7 59 2 arative Data ar Data 2 # 0 0 0 arative Data ar Data 2 # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2023 Thru 30-Jun 184.75 26 193.5 20.42 167.25 59.5 2023 Thru 30-Jun 6 37 3 2020 % 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
	<u> </u>										•
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
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 Without 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
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

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

_		_									•			
*	2	ro	re	no	rtor	d und	dor	Oth	or I	Disci	nlir	arv	Action	16

* are reported under Other Disciplinary Actions.	Comparative Data											
				Previous Fiscal Yea	r Data			2023 Thru				
	20	018	20)19	20)20	2021 2022	22 30-Jun				
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	# % # %	# 9				
Total Number Findings	0		0		0		0 0	0				
Appointment/Hire	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 (
Awards	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				
Disciplinary Action												
Demotion	0	0	0	0	0	0	0 0 0 0	0				
Reprimand**	0	0	0	0	0	0	0 0 0 0	0				
Suspension	0	0	0	0	0	0	0 0 0 0	0				
Removal	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				
Outy Hours*	0	0	0	0	0	0	0 0 0 0	0				
erf. Eval./ Appraisal	0	0	0	0	0	0	0 0 0 0	0				
xamination/Test	0	0	0	0	0	0	0 0 0 0	0				
larassment												
Non-Sexual	0	0	0	0	0	0	0 0 0 0	0				
Sexual	0	0	0	0	0	0	0 0 0 0	0				
Nedical Examination	0	0	0	0	0	0	0 0 0 0	0				
ay including overtime	0	0	0	0	0	0	0 0 0 0	0				
romotion/Non-Selection	0	0	0	0	0	0	0 0 0 0	0				
leassignment eassignment												
Denied	0	0	0	0	0	0	0 0 0 0	0				
Directed	0	0	0	0	0	0	0 0 0 0	0				
leasonable Accommodation Disability	0	0	0	0	0	0	0 0 0 0	0				
leinstatement*	0	0	0	0	0	0	0 0 0 0	0				
deligious Accommodation	0	0	0	0	0	0	0 0 0 0	0				
Retirement*	0	0	0	0	0	0	0 0 0 0	0				
ex-Stereotyping	0	0	0	0	0	0	0 0 0 0	0				
elework	0	0	0	0	0	0	0 0 0 0	0				
ermination	0	0	0	0	0	0	0 0 0 0	0				
erms/Conditions of Employment*	0	0	0	0	0	0	0 0 0 0	0				
ime and Attendance	0	0	0	0	0	0	0 0 0 0	0				
raining	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				
User Defined - Other 1*	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				
User Defined - Other 3*	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				
indings After Hearing	0		0		0		0 0	0				
Appointment/Hire	0	0	0	0	0	0	0 0 0 0	0				
ssignment of Duties*	0	0	0	0	0	0	0 0 0 0	0				
wards	0	0	0	0	0	0	0 0 0 0	0				
onversion to Full Time/Perm Status*	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				
Reprimand**	0	0	0	0	0	0	0 0 0 0	0				
Suspension	0	0	0	0	0	0	0 0 0 0	0				
Removal	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				
Outy Hours*	0	0	0	0	0	0	0 0 0 0	0				
erf. Eval./ Appraisal	0	0	0	0	0	0	0 0 0 0	0				
xamination/Test	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				
Sexual	0	0	0	0	0	0	0 0 0 0	0				
Medical Examination	0	0	0	0	0	0	0 0 0 0	0				
ay including overtime	0	0	0	0	0	0	0 0 0 0	0				
romotion/Non-Selection	0	0	0	0	0	0	0 0 0 0	0				
eassignment	1	1		1	.		<u> </u>					
Denied	0	0	0	0	0	0	0 0 0 0	0				
Directed	0	0	0	0	0	0	0 0 0 0	0				
easonable Accommodation Disability	0	0	0	0	0	0	0 0 0 0	0				
einstatement*	0	0	0	0	0	0	0 0 0 0	0				
eligious Accommodation	0	0	0	0	0	0	0 0 0 0	0				
etirement*	0	0	0	0	0	0	0 0 0 0	0				
ex-Stereotyping	0	0	0	0	0	0	0 0 0 0	0				
elework	0	0	0	0	0	0	0 0 0 0	0				
ermination	0	0	0	0	0	0	0 0 0 0	0				
erms/Conditions of Employment*	0	0	0	0	0	0	0 0 0 0	0				
ime and Attendance	0	0	0	0	0	0	0 0 0 0	0				
raining	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				
User Defined - Other 1*	0	0	0	0	0	0	0 0 0 0	0				
oser bernied - Other 1												
		0	0	0	0	0	0 0 0 0	0				
User Defined - Other 2* User Defined - Other 3*	0	0	0	0	0	0	0 0 0 0	0 0				

Findings Without Hearing	0		0		T 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									1 0		
Demotion 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			0	0					1 0		
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
Reassignment	l 0	1 0	1 0	1 0	1 0			0	1 0		
Denied	0	0	0	0	Γ 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
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
	0	0	0	0	0	0	0 0	0	0	0	0
Terms/Conditions of Employment* 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
Osci Delinea Other 4			ļ	ative Data			0 1 0		1 0		
			· ·			2023	1				
		Pr	evious Fiscal Year D	ata		Thru					
Pending Complaints Filed in Previous Fiscal Years by Status	2018	2019	2020	2021	2022	30-Jun					
Total complaints from previous Fiscal Years	31	42	21	16	13	19	1				
Total Complainants	29	40	19	13	9	19	1				
Number complaints pending					!		1				
Investigation	9	6	0	0	0	10	1				
ROI issued, pending Complainant's action	1	1	1	0	0	0	1				
Hearing	20	32	20	15	8	9	1				
Final Agency Action	6	4	0	1	5	0	1				
Appeal with EEOC Office of Federal Operations	0	0	8	10	15	16	1				
The state of the s		<u> </u>	1 20	1							
				ative Data		2023	1				
		Pr	evious Fiscal Year D	ata		Thru					
Complaint Investigations	2018	2019	2020	2021	2022	30-Jun					
Pending Complaints Where Investigations Exceed Required Time Frames	6	7	0	0	0	0	1				
renaing complaints whiere investigations exceed nequired fillie ridines	1 0	<u>'</u>				L 0	J				