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

USAID (and below)

For 1st Quarter 2020 for period ending December 31, 2019

			Cor	nparati	ive Data	ì
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2020Thru12-31
	2015	2016	2017	2018	2019	20201111u12-31
Number of Complaints Filed	32	20	19	30	25	9
Number of Complainants	32	20	18	30	25	9
Repeat Filers	0	0	1	0	0	0

Commissioners has Donie			Com	parativ	e Data	1
Complaints by Basis	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.	2015	2016	2017	2018	2019	2020Thru12- 31
Race	13	4	6	14	13	4
Color	5	0	1	5	7	3
Religion	4	0	0	3	2	0
Reprisal	18	2	6	13	11	3
Sex	15	5	8	18	16	2
PDA	0	0	1	1	1	0

National Origin	4	5	0	8	5	1
	0	0	0	0	0	0
Equal Pay Act						_
Age	9	1	1	10	10	1
Disability	10	6	2	8	3	2
Genetics	0	0	0	0	0	0
Non-EEO	4	1	0	1	2	1
			Com	parativ	ve Data	1
Complaints by Issue	Pre	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Appointment/Hire	2	2	1	0	0	0
Assignment of Duties	1	0	2	1	8	3
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	0	1	0	0	0
Suspension	1	1	0	0	0	0
Removal	1	4	0	0	1	0
Other	0	1	0	0	1	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	5	1	2	5	1	0
Examination/Test	0	0	0	0	0	0
Harassment	1		1	1	1	I
					3	0

Sexual		0	0	1	1	0	0
Medical Examination		1	0	0	0	0	0
Pay including overtime		2	0	4	2	1	0
Promotion/Non-Selection		7	4	0	3	1	1
Reassignment							
Denied		0	0	0	0	0	0
Directed		0	0	1	0	1	0
Reasonable Accommodation Disability	on	4	0	2	3	0	0
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	0	0	0	0	0
Retirement		0	0	0	0	0	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	0	0	0	0	0
Termination		2	0	1	2	0	2
Terms/Conditions of Empl	oyment	2	4	0	4	3	2
Time and Attendance		1	0	1	1	0	1
Training		0	0	0	0	0	0
Other							
User Defined - Other	1	0	0	1	3	3	0
User Defined - Other	2	0	0	0	1	0	0
User Defined - Other	3	0	0	0	0	0	0
User Defined - Other	4	0	0	0	0	0	0
			Co	mpara	tive D	ata	
Processing Time]	Previou	s Fisca	l Year	Data		2020Thru12-
	2015	2016	201	7 20	018	2019	31

Complaints pending during	fisca	al y	ear										
Average number of days in investigation	331.	.09	328	8.30		0		319	.93	310	0.80	3	301.78
Average number of days in final action	146.	.89	104	4.45	16	53.6	50	313	.00	129	9.78	1	191.00
Complaint pending during	fiscal	l ye	ar w	here	hea	rin	g wa	as re	eques	sted			
Average number of days in investigation	377.	.38	360	0.25		0		286	86.43		2.33	3	371.71
Average number of days in final action	61.0	00	38	3.50		0		0		81.67			0
Complaint pending during	fiscal	l ye	ar w	here	hea	rin	g wa	as n	ot re	ques	sted		
Average number of days in investigation	270.	.90	30′	7.00		0		353.43		260).56		57.00
Average number of days in final action	189.	.83	183.60		16	163.60		313	.00	226.00		2	217.17
			-				Co	mp	arat	ive l	Data		
Complaints Dismissed Agency	by]	Prev	ious	s F	iscal	l Ye	ar D	ata		2020	Thru12-
g			201	15 2	2016	016 20		7 2	2018	20	19		31
Total Complaints Dismisse Agency	d by		11		1		1		2		5		1
Average days pending prio dismissal	r to		86	5	50		32	2 224		10	07		249
Com	plain	its V	With	ıdra	wn l	by	Con	npla	ainaı	nts			
Total Complaints Withdray Complainants	vn by	7	3		6		1		2		1		1
						C	omp	ara	tive	Dat	a		
Total Final Agency			Pre	eviou	ıs F	isc	al Y	ear	Data	a		2020	0Thru12-
Actions Finding	2	2015	5	201	6 20		017	20	018	8 2019			31
Discrimination			-				_	+	T	-	I		Т
Discrimination	#	9/	ó i	# 9	%	#	%	#	%	#	%	#	%

Without Hearing	1	100	1	100	0	0	0	0	0	0	1	100
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination					C	omp	ara	tive	Da	ta		
Rendered by Basis]	Prev	vious]	Fisc	al Y	ear	Dat	a		2020	Thru12-
Note: Complaints can be	1	2015	2	016	20	017	20)18	20)19		31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	4 %	#	%	#	%	#	%	#	%	#	%
Total Number Findings	C		1		0		0		0		0	
Race	C	0	0	0	0	0	0	0	0	0	0	0
Color	C	0	0	0	0	0	0	0	0	0	0	0
Religion	C	0	0	0	0	0	0	0	0	0	0	0
Reprisal	C	0	0	0	0	0	0	0	0	0	0	0
Sex	C	0	0	0	0	0	0	0	0	0	0	0
PDA	C	0	0	0	0	0	0	0	0	0	0	0
National Origin	C	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	C	0	0	0	0	0	0	0	0	0	0	0
Age	C	0	0	0	0	0	0	0	0	0	0	0
Disability	C	0	1	100	0	0	0	0	0	0	0	0
Genetics	C	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	C	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	C		0		0		0		0		0	
Race	C	0	0	0	0	0	0	0	0	0	0	0
Color	C	0	0	0	0	0	0	0	0	0	0	0
Religion	C	0	0	0	0	0	0	0	0	0	0	0
Reprisal	C	0	0	0	0	0	0	0	0	0	0	0

Rendered by Issue	20	15 %		016	20		20	1		19		31
Findings of Discrimination		P	rev	ious I				tive Data		a	20207	Thru12
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	1	100	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	0
Reprisal	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
Color	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
indings Without Hearing	0		1		0		0		0		0	
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	0

Total Number Findings	0		1		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										ı		
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				I	1					ı	I	ı
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	1	100	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

					1		1					
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 - User Define												
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
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	ı	ı				ı		ı				
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 - User Define							-					
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	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0
Osci Defined - Other 4	U	U	0		U	U	0	U	0	U	0	
Findings Without Hearing	0		1		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

	_										ı	
Reasonable Accommodation Disability	0	C	1	100	0	0	0	0	0	0	0	0
Reinstatement	0	C	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	C	0	0	0	0	0	0	0	0	0	0
Retirement	0	C	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	C	0	0	0	0	0	0	0	0	0	0
Telework	0	C	0	0	0	0	0	0	0	0	0	0
Termination	0	C	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	C	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	C	0	0	0	0	0	0	0	0	0	0
Training	0	C	0	0	0	0	0	0	0	0	0	0
Other - User Define					-		-					
User Defined - Other 1	0	C	0 0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	C	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	C	0 0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	C	0	0	0	0	0	0	0	0	0	0
						Co	mp	arati	ve	Data	1	
Pending Complaints Filed Previous Fiscal Years by St		S	Pı	revio	us I	Fisca	l Y	ear D	ata	ì	20207	Γhru12-
,			2015	201	16	201′	7 2	2018	2	019		31
Total complaints from previor Fiscal Years	us		25	27	7	32		31		42		48
Total Complainants			24	25	5	30		29		40		45
Number complaints pending	g											
Investigation			3	2		13		9		6		11
ROI issued, pending Complainant's action			0	1		0		1		1		0
Hearing			22	24	1	25		20	Τ.	32		40

Final Agency Action	3	1	6	6	4	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-
Complaint Investigations	Pro	evious l	Fiscal Y	Year D	ata	2020Thru12-
Complaint Investigations	2015	2016	Fiscal Y	Year Da 2018	ata 2019	2020Thru12- 31