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

## **USAID** (and below)

For 1st Quarter 2021 for period ending December 31, 2020

		Comparative Data												
<b>Complaint Activity</b>	Pr	evious	Fiscal	Year	Data		2021Thru12-31							
	2016	2017	2018	2019	9 202									
Number of Complaints Filed	20	19	30	25	29	)	9							
Number of Complainants	20	18	30	25	26	5	9							
Repeat Filers	0	1	0	0	3		0							
C III D				ve Da	ta									
Complaints by Basis		Pre	vious I	Fiscal `	Year I	)ata								
Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints filed.	n of	2016	2017	2018	2019	2020	2021Thru12- 31							
Race		4	6	14	13	15	5							
Color		0	1	5	7	7	3							
Religion		0	0	3	2	2	0							
Reprisal		2	6	13	11	16	8							
Sex		5	8	18	16	12	5							
PDA		0	1	1	1	1	0							
National Origin		5	0	8	5	6	2							
Equal Pay Act		0	0	0	0	0	0							

Age	1	1	10	10	8	3					
Disability	6	2	8	3	6	1					
Genetics	0	0	0	0	0	0					
Non-EEO	1	0	1	2	2	0					
Tion Edg											
Complaints by Issue	Comparative Data  Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016		2018	2019	2020	2021Thru12- 31					
Appointment/Hire	2	1	0	0	0	1					
Assignment of Duties	0	2	1	8	4	1					
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	0	1	0	0	0	0					
Suspension	1	0	0	0	1	0					
Removal	4	0	0	1	0	0					
Other	1	0	0	1	0	0					
Duty Hours	0	0	0	0	0	0					
Perf. Eval./ Appraisal	1	2	5	1	0	3					
Examination/Test	0	0	0	0	0	0					
Harassment	-	-	-	-	-						
Non-Sexual	4	0	1	3	5	0					
Sexual	0	1	1	0	0	0					
Medical Examination	0	0	0	0	0	0					
Pay including overtime	0	4	2	1	1	0					
Promotion/Non-Selection	4	0	3	1	5	3					
Reassignment											
Denied	0	0	0	0	0	0					

Directed		0	1	0	1	1	0
Reasonable Accommodation I	Disability	0	2	3	0	2	1
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		0	1	2	0	4	1
Terms/Conditions of Employn	nent	4	0	4	3	7	0
Time and Attendance		0	1	1	0	2	0
Training		0	0	0	0	0	0
Other							
User Defined - Other 1		0	1	3	3	0	0
User Defined - Other 2		0	0	1	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Con	npara	tive	Data	
<b>Processing Time</b>	P	revious	Fiscal	Year	Dat	a	2021Thru12-
	2016	2017	2018	20	19	2020	31
Complaints pending during fis	cal year						
Average number of days in investigation	328.30	0	319.9	3 310	0.80	219.07	190.20
Average number of days in final action	104.45	163.60	313.00	0 129	9.78	111.50	36.00
Complaint pending during fisc	al year v	vhere he	aring w	vas re	ques	ted	
Average number of days in investigation	360.25	0	286.43	3 332	2.33	246.57	181.67
Average number of days in final action	38.50	0	0	81	.67	48.42	0
Complaint pending during fisc	al year w	vhere he	aring w	vas no	t req	uested	
Average number of days in investigation	307.00	0	353.4	3 260	).56	146.88	203.00

Average number of days in final action	183.60	0   1	163.6	0	313.	.00	22	6.0	0 2	201	.64	36.00		
						Dat	ata							
Complaints Dismissed by A	gency		Pre	vio	us I	isc	cal Y	Yea	ır D	ata	ı	2021Thru12-		
		2	2016	20	)17	20	18	20	19	20	20	•	31	
Total Complaints Dismissed b Agency	У		1		1	,	2	4	5	4	<b>L</b>		0	
Average days pending prior to dismissal			50	3	32	22	24	1(	)7	9	8		0	
Compla	ints W	ith	ıdrav	vn i	by (	Cor	npla	ain	ant	S				
Total Complaints Withdrawn l Complainants	ру		6	1	2			l	2	2		0		
			Comparative Data											
Total Final Agency Action	ns		Prev	iot	ıs F	isc	al Y	ea	r <b>D</b> a	ata		20217	Γhru12-	
Finding Discrimination		20	016	20	17	20	18	20	19	20	20		31	
		#	%	#	%	#	<b>%</b>	#	<b>%</b>	#	<b>%</b>	#	%	
Total Number Findings		1		0		0		0		0		0		
Without Hearing		1	100	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	on					C	omj	par	ati	ve I	Data	ı		
Rendered by Basis			Pre	vio	us I	isc	scal Year Data					2021	Thru12-	
Note: Complaints can be filed		2	2016	20	017	20	018	20	019	20	020		31	
alleging multiple bases. The state the bases may not equal total complaints and findings.	um of	#	%	#	%	#	%	#	%	#	%	#	0/0	
<b>Total Number Findings</b>		1		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	1	100	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
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	1		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	1	100	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
					C	om	paı	rativ	ve I	) ata	Į	
Findings of Discrimination	Previous Fiscal Year Data 2021T											Γhru12-
Rendered by Issue	20	)16	20	17	20	18	20	)19	20	20		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		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	o	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	1	100	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	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		1				<u> </u>		<u> </u>		<u> </u>	I	I
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 - 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 Without Hearing	1		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	1	100	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	0	0	0	0 0	0	0	0	0	0	0		
		Comparative Data												
Pending Complaints Filed in Previous Fiscal Years by Status		Pr	ev	ious	Fi	iscal	Y	ear l	Da	ta	2021	Thru12-		
Trevious risear rears by Status	Frevious Fiscal Tears by Status		6	2017		2018	2	2019	2	020		31		
Total complaints from previous Fisc Years	al	27		32		31		42		21	36			
Total Complainants		25	Ì	30	Ť	29	Ť	40		19		28		
Number complaints pending														
Investigation		2		13		9		6		0		5		
ROI issued, pending Complainant's action		1		0		1		1 1		1	1 1		1	
Hearing		24	Ì	25	Ì	20	İ	32		20		28		
Final Agency Action		1	Ì	6	Ť	6		4		0		1		
Appeal with EEOC Office of Federal Operations		0		0		0		0		8		8		
						Con	np	arat	iv€	Da <sup>1</sup>	ta			
Complaint Investigations		Pr	·ev	ious	Fi	iscal	Y	ear l	Da	ta	2021	Thru12-		
		201	6	2017	1	2018	2	2019	2	020		31		
Pending Complaints Where Investigations Exceed Required Tim Frames	ie	5		17		6		7		0		0		