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

## **USAID** (and below)

For 1st Quarter 2023 for period ending December 31, 2022

			C	ompar	ative l	Data	
<b>Complaint Activity</b>	Pr	evious	Fiscal	Year	Data	20	)23Thru12-31
	2018	2019	2020	202	1 202		J231 Hru12-31
Number of Complaints Filed	30	25	29	31	39	)	9
Number of Complainants	30	25	26	29	38	3	9
Repeat Filers	0	0	3	2	1		0
Complaints by Pasis			ve Da	ta			
Complaints by Basis		Pre	)ata				
Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints filed.	ı of	2018	2019	2020	2021	2022	2023Thru12- 31
Race		14	13	15	16	15	4
Color		5	7	7	6	10	3
Religion		3	2	2	3	10	0
Reprisal		13	11	16	20	21	3
Sex		18	16	12	12	12	4
PDA		1	1	1	0	0	0
National Origin		8	5	6	5	5	1
Equal Pay Act		0	0	0	0	1	0

Age	10	10	8	7	7	4
Disability	8	3	6	6	16	0
Genetics	0	0	0	0	6	0
Non-EEO	1	2	2	2	3	0
Complaints by Issue			Com	parati	ve Dat	a
<b>Complaints by Issue</b>	Pre	vious l	Fiscal	Year I	<b>D</b> 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.	2018	2019	2020	2021	2022	2023Thru12- 31
Appointment/Hire	0	0	0	7	1	3
Assignment of Duties*	1	8	4	3	0	0
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	0	0	0	0	0
Suspension	0	0	1	0	0	0
Removal	0	1	0	0	1	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	1	0	0	2	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	1	0
Perf. Eval./ Appraisal	5	1	0	6	3	0
Examination/Test	0	0	0	0	0	0
Harassment			-			
Non-Sexual	1	3	5	4	10	2
Sexual	1	0	0	0	0	0

Medical Examination		0	0	0	0	0	0
Pay including overtime		2	1	1	0	4	1
Promotion/Non-Selection		3	1	5	10	) 6	0
Reassignment							
Denied		0	0	0	0	2	1
Directed		0	1	1	0	0	2
Reasonable Accommodation D	isability	3	0	2	1	1	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	1
Termination		2	0	4	1	3	2
Terms/Conditions of Employm	ent*	4	3	7	4	9	3
Time and Attendance		1	0	2	0	2	0
Training		0	0	0	0	5	0
Other Terms/Conditions of Employment*		0	0	0	0	13	3
User Defined - Other 1*		3	3	0	0	0	0
User Defined - Other 2*		1	0	0	0	0	0
User Defined - Other 3*		0	0	0	0	0	0
User Defined - Other 4*		0	0	0	0	0	0
			Com	parat	ive	Data	
<b>Processing Time</b>	P	revious	Fiscal Y	Year I	Dat	a	2023Thru12-
	2018	2019	2020	202	1	2022	31
Complaints pending during fisc	al year						
Average number of days in investigation	319.93	310.80	219.07	149.	70	157.53	159.33
Average number of days in final action	313.00	129.78	111.50	37.2	26	31.11	19.43
Complaint pending during fisca	_						

Average number of days in investigation	286.43	3	32.3	3	246.	.57	15	1.2	25   1	167	.50	15	59.33	
Average number of days in final action	0	8	31.6	7	48.4	42	28	8.8	2	10.	38	1	9.43	
Complaint pending during fisc	al year	wh	ere l	nea	ring	Wa	as n	ot 1	requ	est	ed			
Average number of days in investigation	353.43	2	60.5	6	146.	.88	14	7.9	93	158	.00		0	
Average number of days in final action	313.00	2	26.0	0	201.	.64	48	8.8	8	53.	62		0	
						(	Com	ıpa	rati	ive	Dat	a		
Complaints Dismissed by A	gency		Pre	vio	ous l	ise	cal '	Ye	ar D	at	a	2023	Γhru12-	
		2018   2019   2020   202							21	20	22		31	
Total Complaints Dismissed by Agency	y		2		5		4		2	,	7		1	
Average days pending prior to dismissal			224	1	07	9	8		18	5	9		32	
Compla	ints Wi	the	drav	vn	by (	Cor	npl	ain	ant	S				
Total Complaints Withdrawn b Complainants	ру		2		1	,	2		2	4	2		0	
						C	om	pa	rati	ve	Data	a		
Total Final Agency Actio	ns		Pre	vio	us F	isc	al Y	Yea	ır D	ata	ı	2023Thru12-		
Finding Discrimination		20	)18	20	19	20	20	20	21	20	22		31	
		#	%	#	%	#	<b>%</b>	#	<b>%</b>	#	%	#	%	
Total Number Einding		^		Λ	ĺ	0		0		0		0		
Total Number Findings		0		0		٧ ا								
Without Hearing		0	0	0	0	0	0	0	0	0	0	0	0	
			0		0	-	0	0	0	0	0	0	0	
Without Hearing With Hearing	on	0		0		0	0	0	0	0	-	0		
Without Hearing	on	0	0	0		0	0 Com	0 pa	0 rati	0 ive	0 Dat	0 <b>a</b>		
Without Hearing With Hearing Findings of Discriminati Rendered by Basis  Note: Complaints can be filed	!	0	0	0 0	0	0 0 Fis	0 Com	0 Ye	0 rati	0 ive	0 Dat	0 <b>a</b>	0	
Without Hearing With Hearing Findings of Discriminati Rendered by Basis	!	0	0 Pro 018	0 0	0   ous 019	0 0 Fis	0 Com	0 Ye	0 ear I	0 Dat	0 Dat a 022	0 <b>a</b>	0 Thru12-	

											I	I
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
ndings 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
ndings Without Hearing	0		0		0		0		0		0	
						_					1	
Race	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.\*\* are reported under Other Disciplinary Actions.

	Comparative Data  Previous Fiscal Year Data  2023Thm12											
Findings of Discrimination		Pre	evio	ous ]	Fis	cal `	Yea	ar D	ata	a	2023	Thru12-
Rendered by Issue	20	)18	20	)19	20	020	20	)21	20	)22		31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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
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 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
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	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

						Cor	nn	arai	tive	. Da	ta	
User Defined - Other 4*	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 2*	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
Other Terms/Conditions of Employment*	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
Time and Attendance	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
Termination	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
Sex-Stereotyping	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
Religious Accommodation	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
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0

			Com	parati	ive Dat	ta
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious l	Fiscal	Year I	<b>D</b> ata	2023Thru12-
Trevious riseur rears by searcus	2018	2019	2020	2021	2022	31
Total complaints from previous Fiscal Years	31	42	21	16	13	31
Total Complainants	29	40	19	13	9	30
Number complaints pending						
Investigation	9	6	0	0	0	15
ROI issued, pending Complainant's action	1	1	1	0	0	0
Hearing	20	32	20	15	8	16
Final Agency Action	6	4	0	1	5	0
Appeal with EEOC Office of Federal Operations	0	0	8	10	15	15

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data				2023Thru12-	
	2018	2019	2020	2021	2022	31
Pending Complaints Where Investigations Exceed Required Time Frames	6	7	0	0	0	1