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

## **USAID (and below)**

			С	ompar	ative	Data	
<b>Complaint Activity</b>	Pr	evious	Fiscal	Year	Data	20	)23Thru03-31
	2018	2019	2020	202	1 202		J25 I Nruvs-51
Number of Complaints Filed	30	25	29	31	39	)	16
Number of Complainants	30	25	26	29	38	3	16
Repeat Filers	0	0	3		0		
Complaints by Dasis			ve Dat	ta			
Complaints by Basis		Prev	Data				
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	n of	2018	2019	2020	2021	2022	2023Thru03- 31
Race		14	13	15	16	15	8
Color		5	7	7	6	10	5
Religion		3	2	2	3	10	0
Reprisal		13	11	16	20	21	4
Sex		18	16	12	12	12	6
PDA		1	1	1	0	0	0
National Origin		8	5	6	5	5	2
Equal Pay Act		0	0	0	0	1	0

For 2nd Quarter 2023 for period ending March 31, 2023

Age	10	10	8	7	7	6
Disability	8	3	6	6	16	1
Genetics	0	0	0	0	6	0
Non-EEO	1	2	2	2	3	1
Complaints by Issue			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal	Year I	Data	
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	2023Thru03- 31
Appointment/Hire	0	0	0	7	1	5
Assignment of Duties*	1	8	4	3	0	0
Awards	0	0	0	0	0	1
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	1
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	3
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	1(	) 6	2
Reassignment							
Denied		0	0	0	0	2	1
Directed		0	1	1	0	0	2
Reasonable Accommodation I	Disability	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 Employn	nent*	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	5
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	lear ]	Dat	a	2023Thru03-
	2018	2019	2020	202	21	2022	31
Complaints pending during fis	cal year						
Average number of days in investigation	319.93	310.80	219.07	149.	.70	157.53	174.20
Average number of days in final action	313.00	129.78	111.50	37.2	26	31.11	21.88
Complaint pending during fisc	al year v	vhere he	aring wa	as req	uest	ed	

Average number of days	286.43	2	27.2	2	246	57	7 1 5	1 1	5	167	.50	1'	73.00		
in investigation	200.43	3	52.3		240	.51		,1.4	23	10/	.50	1	5.00		
Average number of days in final action	0	8	81.6	7	48.	42	2	8.8	2	10	.38	2	1.88		
Complaint pending during fisc	al year	wh	ere	hea	aring	, w	as n	ot	requ	est	ed				
Average number of days in investigation	353.43	2	60.5	6	146	.88	8 14	7.93		158	3.00	179.00			
Average number of days in final action	313.00	2	26.0	00	201	.64	4	8.8	8	53	.62		0		
							Con	npa	irat	ive	Dat	a			
Complaints Dismissed by A	gency	Previous Fiscal Ye						Ye	ar E	)at	a	2023Thru03-			
		2	018	2	019	2	020	20	)21	20	22		31		
Total Complaints Dismissed b Agency	У		2		5		4		2	,	7		4		
Average days pending prior to dismissal	•		224		224		107 9		98 4		18	59		43	
Compla	ints Wi	the	drav	rawn by Complainants											
Total Complaints Withdrawn Complainants	by		2		1		2		2	,	2		2		
						(	Com	pa	rati	ve	Data	ł			
Total Final Agency Actio	ons		Pre	vio	ous l	Fis	cal `	Ye	ar D	ata	a	2023	Fhru03-		
Finding Discrimination	n	20	)18	20	)19	2(	)20	20 2021		21 2022			31		
		#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings		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		
<b>Findings of Discriminat</b>	ion						Con	npe	irati	ive	Dat	a			
Rendered by Basis			Pr	evi	ous	Fi	scal	Ye	ear l	Dat	a	2023	Thru03		
Note: Complaints can be filed		2	018	2	019	2	2020	2	021	2	022		31		
alleging multiple bases. The st the bases may not equal total complaints and findings.	um of	# %		#	%	#	%	#	%	#	%	#	%		
		-i	-	1	-	i -	-	i -	-	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
					<u> </u>							
dings 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
dings 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.\*\* are reported under Other Disciplinary Actions.

					(	Com	ipa	rati	ve	Dat	a	
Findings of Discrimination		Pre	evio	ous 1	Fis	cal `	Yea	ar D	ata	a	2023	Thru03-
Rendered by Issue	20	)18	20	)19	20	)20	20	)21	2(	)22		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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		<u>.</u>				<u>.</u>		<u>.</u>	<u> </u>	-	-	
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						1						
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

Descentela Assemmedation													
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	
						Cor	np	arat	ive	e Da	ta		
Pending Complaints Filed in Previous Fiscal Years by Status	Ì	Pı	rev	ious	Fi	scal	Y	ear 1	Da	ta	2023	Thru03-	
Trevious Fiscal Tears by Status	Ì	201	8	2019		2020	2	021	2	022	1	31	
Total complaints from previous Fisca Years	al	31		42		21		16		13		27	
Total Complainants		29		40		19		13		9		26	
Number complaints pending													
Investigation		9		6		0		0		0		13	
ROI issued, pending Complainant's action	Ì	1		1		1		0		0		0	
Hearing		20		32		20		15		8		13	
Final Agency Action		6		4		0		1		5		1	
Appeal with EEOC Office of Federal Operations	Ì	0		0		8		10		15		16	

			Com	parati	ive Dat	ta
<b>Complaint Investigations</b>	Pre	vious l	Fiscal `	Year I	Data	2023Thru03-
	2018	2019	2020	2021	2022	31
Pending Complaints Where Investigations Exceed Required Time Frames	6	7	0	0	0	2