

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

USAID (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	32	20	19	30	25	21
Number of Complainants	32	20	18	30	25	20
Repeat Filers	0	0	1	0	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	13	4	6	14	13	10
Color	5	0	1	5	7	6
Religion	4	0	0	3	2	2
Reprisal	18	2	6	13	11	11
Sex	15	5	8	18	16	8
PDA	0	0	1	1	1	1
National Origin	4	5	0	8	5	4
Equal Pay Act	0	0	0	0	0	0

Age	9	1	1	10	10	5
Disability	10	6	2	8	3	5
Genetics	0	0	0	0	0	0
Non-EEO	4	1	0	1	2	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	2	2	1	0	0	0
Assignment of Duties	1	0	2	1	8	4
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						
Non-Sexual	9	4	0	1	3	3
Sexual	0	0	1	1	0	0
Medical Examination	1	0	0	0	0	0
Pay including overtime	2	0	4	2	1	1
Promotion/Non-Selection	7	4	0	3	1	3
Reassignment						
Denied	0	0	0	0	0	0

Directed	0	0	1	0	1	0
Reasonable Accommodation Disability	4	0	2	3	0	2
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	3
Terms/Conditions of Employment	2	4	0	4	3	5
Time and Attendance	1	0	1	1	0	2
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	331.09	328.30	0	319.93	310.80	225.77
Average number of days in final action	146.89	104.45	163.60	313.00	129.78	110.44
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	377.38	360.25	0	286.43	332.33	274.13
Average number of days in final action	61.00	38.50	0	0	81.67	60.75
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	270.90	307.00	0	353.43	260.56	122.14

Age	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
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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru06-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
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												
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												

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	0		1		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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020Thru06-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	25	27	32	31	42	29						
Total Complainants	24	25	30	29	40	27						
Number complaints pending												
Investigation	3	2	13	9	6	1						
ROI issued, pending Complainant's action	0	1	0	1	1	0						
Hearing	22	24	25	20	32	27						
Final Agency Action	3	1	6	6	4	1						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	8						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019	2020Thru06-30						
Pending Complaints Where Investigations Exceed Required Time Frames	5	5	17	6	7	0						