

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

## USAID (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	32	20	19	30	25	16
Number of Complainants	32	20	18	30	25	16
Repeat Filers	0	0	1	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	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	8
Color	5	0	1	5	7	4
Religion	4	0	0	3	2	2
Reprisal	18	2	6	13	11	6
Sex	15	5	8	18	16	5
PDA	0	0	1	1	1	1

National Origin	4	5	0	8	5	3
Equal Pay Act	0	0	0	0	0	0
Age	9	1	1	10	10	3
Disability	10	6	2	8	3	5
Genetics	0	0	0	0	0	0
Non-EEO	4	1	0	1	2	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
Non-Sexual	9	4	0	1	3	2

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	2
<b>Reassignment</b>						
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	4
Time and Attendance	1	0	1	1	0	2
Training	0	0	0	0	0	0
<b>Other</b>						
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					2020Thru03-31
	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	236.50
Average number of days in final action	146.89	104.45	163.60	313.00	129.78	171.12
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	377.38	360.25	0	286.43	332.33	298.18
Average number of days in final action	61.00	38.50	0	0	81.67	0
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	100.80
Average number of days in final action	189.83	183.60	163.60	313.00	226.00	217.17
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	11	1	1	2	5	2
Average days pending prior to dismissal	86	50	32	224	107	81
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	3	6	1	2	1	1





Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru03- 31</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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











<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru03-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total complaints from previous Fiscal Years	25	27	32	31	42	44
Total Complainants	24	25	30	29	40	41
<b>Number complaints pending</b>						
Investigation	3	2	13	9	6	7
ROI issued, pending Complainant's action	0	1	0	1	1	0
Hearing	22	24	25	20	32	34
Final Agency Action	3	1	6	6	4	6
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru03-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	5	5	17	6	7	3