

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

USAID (and below)

For 1st Quarter 2020 for period ending December 31, 2019

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Number of Complaints Filed | 32 | 20 | 19 | 30 | 25 | 9 |
| Number of Complainants | 32 | 20 | 18 | 30 | 25 | 9 |
| Repeat Filers | 0 | 0 | 1 | 0 | 0 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| | 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 | 4 |
| Color | 5 | 0 | 1 | 5 | 7 | 3 |
| Religion | 4 | 0 | 0 | 3 | 2 | 0 |
| Reprisal | 18 | 2 | 6 | 13 | 11 | 3 |
| Sex | 15 | 5 | 8 | 18 | 16 | 2 |
| PDA | 0 | 0 | 1 | 1 | 1 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin | 4 | 5 | 0 | 8 | 5 | 1 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 9 | 1 | 1 | 10 | 10 | 1 |
| Disability | 10 | 6 | 2 | 8 | 3 | 2 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 4 | 1 | 0 | 1 | 2 | 1 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| <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 | 3 |
| 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 | 0 |

| | | | | | | |
|-------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| 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 | 1 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 1 | 0 | 1 | 0 |
| Reasonable Accommodation Disability | 4 | 0 | 2 | 3 | 0 | 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 | 0 |
| Termination | 2 | 0 | 1 | 2 | 0 | 2 |
| Terms/Conditions of Employment | 2 | 4 | 0 | 4 | 3 | 2 |
| Time and Attendance | 1 | 0 | 1 | 1 | 0 | 1 |
| 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 | | | | | 2020Thru12-31 |
| | 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 | 301.78 | | | | | | | | |
| Average number of days in final action | | 146.89 | 104.45 | 163.60 | 313.00 | 129.78 | 191.00 | | | | | | | | |
| Complaint pending during fiscal year where hearing was requested | | | | | | | | | | | | | | | |
| Average number of days in investigation | | 377.38 | 360.25 | 0 | 286.43 | 332.33 | 371.71 | | | | | | | | |
| 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 | 57.00 | | | | | | | | |
| 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 | | | | | | | | 2020Thru12-31 | | | |
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Total Complaints Dismissed by Agency | | | | 11 | 1 | 1 | 2 | 5 | 1 | | | | | | |
| Average days pending prior to dismissal | | | | 86 | 50 | 32 | 224 | 107 | 249 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | | | | 3 | 6 | 1 | 2 | 1 | 1 | | | | | | |
| Total Final Agency Actions Finding Discrimination | | | | Comparative Data | | | | | | | | | | | |
| | | | | Previous Fiscal Year Data | | | | | | | | 2020Thru12-31 | | | |
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| | | | | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | | | | 1 | | 1 | | 0 | | 0 | | 0 | | 1 | |

| | | | | | | | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----|----------------------|---|---|---|---|---|
| Reasonable Accommodation Disability | 0 | 0 | 1 | 100 | 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 |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | 2020Thru12-31 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Total complaints from previous Fiscal Years | 25 | 27 | 32 | 31 | 42 | 48 | | | | | | |
| Total Complainants | 24 | 25 | 30 | 29 | 40 | 45 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 3 | 2 | 13 | 9 | 6 | 11 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 1 | 0 | 1 | 1 | 0 | | | | | | |
| Hearing | 22 | 24 | 25 | 20 | 32 | 40 | | | | | | |

| | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Final Agency Action | 3 | 1 | 6 | 6 | 4 | 0 |
| Appeal with EEOC Office of Federal Operations | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 5 | 5 | 17 | 6 | 7 | 2 |