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

## **USAID** (and below)

		<b>Comparative Data</b>												
Complaint Activity	Pro	evious	Fiscal	Year	Data		2021Thru03-31							
	2016	2017	2018	201	9 202		0211nru03-31							
Number of Complaints Filed	20	19	30	25	29	)	22							
Number of Complainants	20	18	30	25	26	5	21							
Repeat Filers	0	1	0	0	3		1							
Compleints by Desis		Comparative Data												
Complaints by Basis		Prev	vious I	Fiscal `	Year I	Data								
Note: Complaints can be filed alleging multiple bases.The sum the bases may not equal total complaints filed.	n of	2016	2017	2018	2019	2020	2021Thru03- 31							
Race		4	6	14	13	15	10							
Color		0	1	5	7	7	4							
Religion		0	0	3	2	2	1							
Reprisal		2	6	13	11	16	12							
Sex		5	8	18	16	12	10							
PDA		0	1	1	1	1	0							
National Origin		5	0	8	5	6	4							
Equal Pay Act		0	0	0	0	0	0							

For 2nd Quarter 2021 for period ending March 31, 2021

Age	1	1	10	10	8	5
Disability	6	2	8	3	6	5
Genetics	0	0	0	0	0	0
Non-EEO	1	0	1	2	2	1
Complaints by Issue			Com	parati	ve Dat	a
Complaints by issue	Pre					
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru03- 31
Appointment/Hire	2	1	0	0	0	6
Assignment of Duties	0	2	1	8	4	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	0	1	0	0	0	0
Suspension	1	0	0	0	1	0
Removal	4	0	0	1	0	0
Other	1	0	0	1	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	2	5	1	0	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	0	1	3	5	0
Sexual	0	1	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	4	2	1	1	0
Promotion/Non-Selection	4	0	3	1	5	7
Reassignment						
Denied	0	0	0	0	0	0

Directed		0	1	0	1	1	0
Reasonable Accommodation I	Disability	/ 0	2	3	0	2	1
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		0	1	2	0	4	1
Terms/Conditions of Employn	nent	4	0	4	3	7	4
Time and Attendance		0	1	1	0	2	0
Training		0	0	0	0	0	0
Other							1
User Defined - Other 1		0	1	3	3	0	0
User Defined - Other 2		0	0	1	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4	-	0	0	0	0	0	0
			Con	ipara	tive	Data	1
<b>Processing Time</b>	P	revious	Fiscal	Year	Dat	a	2021Thru03-
	2016	2017	2018	20	19	2020	31
Complaints pending during fis	cal year						1
Average number of days in investigation	328.30	0	319.93	3 310	).80	219.07	162.27
Average number of days in final action	104.45	163.60	313.00	) 129	9.78	111.50	47.50
Complaint pending during fisc	cal year v	where he	aring w	as rea	quest	ted	
Average number of days in investigation	360.25	0	286.43 332		2.33	246.57	161.71
Average number of days in final action	38.50	0	0	81	.67	48.42	59.00
Complaint pending during fisc	cal year v	where he	aring w	as no	t req	uested	
Average number of days in investigation	307.00	0	353.43	3 260	).56	146.88	163.25

Average number of days in final action	183.6	0	163.6	0	313.	00	22	6.0	0 2	201	.64	30	5.00	
						C	Com	pa	rati	ive	Dat	a		
Complaints Dismissed by A	gency		Pre	vio	ous I	Fisc	iscal Year Dat					20217	hru03-	
			2016	20	017	20	18	20	19	20	20	31		
Total Complaints Dismissed b Agency	у		1		1	2	2	4	5	4	L		1	
Average days pending prior to dismissal			50	32		22	24	1(	)7	9	8		38	
Compla	ints W	<b>i</b> th	ithdrawn by Complainants											
Total Complaints Withdrawn b Complainants	ру		6		1 2		1	1	2	2		0		
						Co	omp	bar	ativ	ve I	)ata			
Total Final Agency Action	ns		Prev	ıs F	isca	al Y	ea	r Da	ata		20217	Thru03-		
Finding Discrimination		2(	)16	20	17	20	18	20	19	20	20		31	
		#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		1		0		0		0		0		0		
Without Hearing		1	100	0	0	0	0	0	0	0	0	0	0	
With Hearing		0	0	0	0	0	0	0	0	0	0	0	0	
Findings of Discrimination	on					C	omj	par	ati	ve l	Data	1		
<b>Rendered by Basis</b>			Pre	vio	ous I	isc	al Y	Yea	ır D	ata	ł	2021	Fhru03-	
Note: Complaints can be filed		2	016	2	017	20	)18	3 2019		2	020		31	
alleging multiple bases. The su the bases may not equal total complaints and findings.	іт ој	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		1		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	1	100	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
Findings 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
Findings Without Hearing	1		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	1	100	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	
					С	om	pai	rativ	ve I	Data	l		
Findings of Discrimination		Pre	vio	us F	'isc	al Y	Zea	r Da	ata		2021	Thru03-	
Rendered by Issue	20	016	20	)17	20	)18	20	)19	20	20		31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		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	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	
			_				_						

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	1	100	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						1						
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		1				1					1	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	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							-				<u>.</u>	-
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		8				1				1	1	
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	1		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	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						1		1		1		
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		1										1
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	1	100	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
			Comparative D						e Dat	ta		
Pending Complaints Filed in Provious Fiscal Voors by Status		Pr	ev	ious	Fi	iscal	Ye	ar I	Dat	ta	2021	Thru03-
Previous Fiscal Years by Status		2016	5	2017	, ,	2018	20	019	2	020		31
Total complaints from previous Fisc Years	Total complaints from previous Fiscal Vears			32		31	4	42		21		33
Total Complainants		25	Ť	30	Ť	29	4	40		19		26
Number complaints pending												
Investigation		2		13		9		6		0		1
ROI issued, pending Complainant's action		1		0		1	1		1		0	
Hearing		24	Ť	25		20	32		20		28	
Final Agency Action		1	İ	6	Ť	6	Ì	4	Ì	0	2	
Appeal with EEOC Office of Federal Operations		0		0		0		0		8		8
						Con	ıpɛ	arat	ive	e Dat	ta	
<b>Complaint Investigations</b>		Pr	ev	ious	F	iscal	Ye	ear l	Da	ta	2021	Thru03-
		2010	5	2017		2018	2	019	2	020		31
Pending Complaints Where Investigations Exceed Required Tim Frames	ne	5		17		6		7		0		0