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

USAID (and below)

		Comparative Data												
Complaint Activity	Pr	evious	Fiscal	Year	Data		20217100 20							
	2016	2017	2018	201	9 202	20	2021Thru09-30							
Number of Complaints Filed	20	20 19 30 25		29)	31								
Number of Complainants	20	18	30	25	26	5	29							
Repeat Filers	0 1 0 0 3						2							
Comulainta hu Docia		Comparative Data												
Complaints by Basis		Prev	vious F	Siscal `	Year I	Data								
Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints filed.	n of	2016	2017	2018	2019	2020	2021Thru09- 30							
Race		4	6	14	13	15	16							
Color		0	1	5	7	7	6							
Religion		0	0	3	2	2	3							
Reprisal		2	6	13	11	16	20							
Sex		5	8	18	16	12	12							
PDA		0	1	1	1	1	0							
National Origin		5	0	8	5	6	5							
Equal Pay Act		0	0	0	0	0	0							

For 4th Quarter 2021 for period ending September 30, 2021

Age	1	1	10	10	8	7						
Disability	6	2	8	3	6	6						
Genetics	0	0	0	0	0	0						
Non-EEO	1	0	1	2	2	2						
Complaints by Issue			Com	parati	ve Dat	a						
Complaints by Issue	Pre	Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru09- 30						
Appointment/Hire	2	1	0	0	0	7						
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	6						
Examination/Test	0	0	0	0	0	0						
Harassment												
Non-Sexual	4	0	1	3	5	4						
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	10						
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							
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	0
User Defined - Other 4		0	0	0	0	0	0
			Con	npara	tive	Data	
Processing Time	P	revious	Fiscal	Year	Dat	a	2021Thru09-
	2016	2017	2018	20	19	2020	30
Complaints pending during fis	cal year						
Average number of days in investigation	328.30	0	319.93	3 310).80	219.07	149.70
Average number of days in final action	104.45	163.60	313.00	0 129	9.78	111.50	37.26
Complaint pending during fisc	cal year v	where he	aring w	as re	quest	ted	
Average number of days in investigation	360.25	0	286.43	36.43 332.33		246.57	151.25
Average number of days in final action	38.50	0	0	81	.67	48.42	28.82
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	147.93

Average number of days in final action	183.6	0 1	163.6	0	313.	00	22	6.0	0 2	201	.64	43	8.88	
· · · · · · · · · · · · · · · · · · ·						(Com	pa	rati	ive	Dat	a		
Complaints Dismissed by A	gency		Pre	vio	ous I	Fisc	cal Y	Yea	ır D	ata	a	20217	Thru09-	
			2016	20)17	20	18	20	19	20	20	30		
Total Complaints Dismissed by Agency	y	1			1	4	2	4	5	Z	F		2	
Average days pending prior to dismissal		50			32		24	1()7	9	8	2	48	
Compla	ints W	ith	ithdrawn by Complainants											
Total Complaints Withdrawn b Complainants	у	6			1	4	2	1	L	2	2		1	
						Co	omp	ar	ativ	ve I)ata			
Total Final Agency Action	ıs		Prev	viou	ıs F	iscal Year Dat						20217	Chru09-	
Finding Discrimination	20)16	20	17	20	18	20	19	20	20		30		
		#	%	#	%	#	%	#	%	#	%	#	%	
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	n					С	omj	par	ativ	ve l	Data	l		
Rendered by Basis			Pre	vio	us I	Fisc	cal Y	lea	r D	ata	a	2021	Fhru09-	
Note: Complaints can be filed		2	016	2	017	20)18	8 2019		9 202			30	
alleging multiple bases. The su the bases may not equal total complaints and findings.	ım of	#	%	#	%	#	%	#	%	#	%	#	%	
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	Previous Fiscal Year Data 2021											Fhru09
Rendered by Issue	2	016	20)17	20)18	20)19	20	020		30
	#	%	#	%	#	%	#	%	#	%	#	%
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
	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination							0				0	0
Medical Examination 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

1												1	
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 Da							e Dat	ta		
Pending Complaints Filed in		Pr	Previous Fiscal Year Data								2021	2021Thru09-	
Previous Fiscal Years by Status		2010	5 2	2017	,	2018	2	019	2	020	2021	30	
Total complaints from previous Fisc Years	al	27		32		31	4	42		21	17		
Total Complainants		25	Ī	30	Ť	29	4	40	Ī	19		14	
Number complaints pending													
Investigation		2		13		9		6		0		0	
ROI issued, pending Complainant's action		1		0		1		1		1		0	
Hearing		24		25	Ť	20		32		20		16	
Final Agency Action		1	İ	6	Ť	6	İ	4	İ	0		1	
Appeal with EEOC Office of Federal Operations		0		0		0		0		8		10	
						Con	ıpa	arat	ive	e Dat	ta		
Complaint Investigations		Pr	ev	ious	F	iscal	Ye	ear l	Da	ta	2021	Thru09.	
		2010	5	2017		2018	2	019	2	020		30	
Pending Complaints Where Investigations Exceed Required Tim Frames	ne	5		17		6		7		0		0	