

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

## USAID (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	19	30	25	29	31	27
Number of Complainants	18	30	25	26	29	27
Repeat Filers	1	0	0	3	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	6	14	13	15	16	7
Color	1	5	7	7	6	7
Religion	0	3	2	2	3	10
Reprisal	6	13	11	16	20	13
Sex	8	18	16	12	12	6
PDA	1	1	1	1	0	0

National Origin	0	8	5	6	5	4
Equal Pay Act	0	0	0	0	0	0
Age	1	10	10	8	7	4
Disability	2	8	3	6	6	14
Genetics	0	0	0	0	0	6
Non-EEO	0	1	2	2	2	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Appointment/Hire	1	0	0	0	7	1
Assignment of Duties	2	1	8	4	3	1
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	0	0	0	0
Suspension	0	0	0	1	0	0
Removal	0	0	1	0	0	1
Other	0	0	1	0	0	0
Duty Hours	0	0	0	0	0	1
Perf. Eval./ Appraisal	2	5	1	0	6	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	0	1	3	5	4	9

Sexual	1	1	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	4	2	1	1	0	3
Promotion/Non-Selection	0	3	1	5	10	2
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	1	0	1	1	0	0
Reasonable Accommodation Disability	2	3	0	2	1	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	1	2	0	4	1	1
Terms/Conditions of Employment	0	4	3	7	4	3
Time and Attendance	1	1	0	2	0	1
Training	0	0	0	0	0	1
<b>Other</b>						
User Defined - Other 1	1	3	3	0	0	0
User Defined - Other 2	0	1	0	0	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					2022Thru03-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	0	319.93	310.80	219.07	149.70	170.62
Average number of days in final action	163.60	313.00	129.78	111.50	37.26	33.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	286.43	332.33	246.57	151.25	163.80
Average number of days in final action	0	0	81.67	48.42	28.82	11.33
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	0	353.43	260.56	146.88	147.93	182.00
Average number of days in final action	163.60	313.00	226.00	201.64	48.88	56.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	1	2	5	4	2	4
Average days pending prior to dismissal	32	224	107	98	48	75
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	2	1	2	2	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>2022Thru03-31</b>	
	<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</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		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
<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>2022Thru03-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Total complaints from previous Fiscal Years	32	31	42	21	16	20
Total Complainants	30	29	40	19	13	16
<b>Number complaints pending</b>						
Investigation	13	9	6	0	0	0
ROI issued, pending Complainant's action	0	1	1	1	0	0
Hearing	25	20	32	20	15	18
Final Agency Action	6	6	4	0	1	0
Appeal with EEOC Office of Federal Operations	0	0	0	8	10	14
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru03-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	17	6	7	0	0	0