

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

## USAID (and below)

For 4th Quarter 2022 for period ending September 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	19	30	25	29	31	39
Number of Complainants	18	30	25	26	29	38
Repeat Filers	1	0	0	3	2	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	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	15
Color	1	5	7	7	6	10
Religion	0	3	2	2	3	10
Reprisal	6	13	11	16	20	21
Sex	8	18	16	12	12	12
PDA	1	1	1	1	0	0
National Origin	0	8	5	6	5	5
Equal Pay Act	0	0	0	0	0	1

Age	1	10	10	8	7	7
Disability	2	8	3	6	6	16
Genetics	0	0	0	0	0	6
Non-EEO	0	1	2	2	2	3
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru09-30</b>
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.</b>	<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	0
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
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	1	0	0	2
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	1
Perf. Eval./ Appraisal	2	5	1	0	6	3
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	0	1	3	5	4	10
Sexual	1	1	0	0	0	0

Medical Examination	0	0	0	0	0	0
Pay including overtime	4	2	1	1	0	4
Promotion/Non-Selection	0	3	1	5	10	6
<b>Reassignment</b>						
Denied	0	0	0	0	0	2
Directed	1	0	1	1	0	0
Reasonable Accommodation Disability	2	3	0	2	1	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	1	2	0	4	1	3
Terms/Conditions of Employment*	0	4	3	7	4	9
Time and Attendance	1	1	0	2	0	2
Training	0	0	0	0	0	5
Other Terms/Conditions of Employment*	0	0	0	0	0	13
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru09-30</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Complaints pending during fiscal year						
Average number of days in investigation	0	319.93	310.80	219.07	149.70	157.53
Average number of days in final action	163.60	313.00	129.78	111.50	37.26	31.11
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	0	286.43	332.33	246.57	151.25	167.50						
Average number of days in final action	0	0	81.67	48.42	28.82	10.38						
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	158.00						
Average number of days in final action	163.60	313.00	226.00	201.64	48.88	53.62						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2022Thru09-30</b>	
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>							
Total Complaints Dismissed by Agency	1	2	5	4	2						7	
Average days pending prior to dismissal	32	224	107	98	48						59	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	1	2	1	2	2						2	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2022Thru09-30</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>
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2022Thru09-30</b>	
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<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	













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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2022Thru09-30</b>					
	<b>Previous Fiscal Year Data</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	13						
Total Complainants	30	29	40	19	13	9						
<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	8						
Final Agency Action	6	6	4	0	1	5						
Appeal with EEOC Office of Federal Operations	0	0	0	8	10	15						

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru09-30</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