

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

## USAID (and below)

For 2nd Quarter 2023 for period ending March 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	30	25	29	31	39	16
Number of Complainants	30	25	26	29	38	16
Repeat Filers	0	0	3	2	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	14	13	15	16	15	8
Color	5	7	7	6	10	5
Religion	3	2	2	3	10	0
Reprisal	13	11	16	20	21	4
Sex	18	16	12	12	12	6
PDA	1	1	1	0	0	0
National Origin	8	5	6	5	5	2
Equal Pay Act	0	0	0	0	1	0

Age	10	10	8	7	7	6
Disability	8	3	6	6	16	1
Genetics	0	0	0	0	6	0
Non-EEO	1	2	2	2	3	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru03-31</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>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	0	0	0	7	1	5
Assignment of Duties*	1	8	4	3	0	0
Awards	0	0	0	0	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0
Suspension	0	0	1	0	0	0
Removal	0	1	0	0	1	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	1	0	0	2	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	1	0
Perf. Eval./ Appraisal	5	1	0	6	3	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	3	5	4	10	3
Sexual	1	0	0	0	0	0

Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	1	0	4	1
Promotion/Non-Selection	3	1	5	10	6	2
<b>Reassignment</b>						
Denied	0	0	0	0	2	1
Directed	0	1	1	0	0	2
Reasonable Accommodation Disability	3	0	2	1	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	1
Termination	2	0	4	1	3	2
Terms/Conditions of Employment*	4	3	7	4	9	3
Time and Attendance	1	0	2	0	2	0
Training	0	0	0	0	5	0
Other Terms/Conditions of Employment*	0	0	0	0	13	5
User Defined - Other 1*	3	3	0	0	0	0
User Defined - Other 2*	1	0	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>2023Thru03-31</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Complaints pending during fiscal year						
Average number of days in investigation	319.93	310.80	219.07	149.70	157.53	174.20
Average number of days in final action	313.00	129.78	111.50	37.26	31.11	21.88
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	286.43	332.33	246.57	151.25	167.50	173.00						
Average number of days in final action	0	81.67	48.42	28.82	10.38	21.88						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	353.43	260.56	146.88	147.93	158.00	179.00						
Average number of days in final action	313.00	226.00	201.64	48.88	53.62	0						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023Thru03-31</b>	
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total Complaints Dismissed by Agency	2	5	4	2	7						4	
Average days pending prior to dismissal	224	107	98	48	59						43	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	2	1	2	2	2						2	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023Thru03-31</b>	
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</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>2023Thru03-31</b>	
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<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>2023Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total complaints from previous Fiscal Years	31	42	21	16	13	27						
Total Complainants	29	40	19	13	9	26						
<b>Number complaints pending</b>												
Investigation	9	6	0	0	0	13						
ROI issued, pending Complainant's action	1	1	1	0	0	0						
Hearing	20	32	20	15	8	13						
Final Agency Action	6	4	0	1	5	1						
Appeal with EEOC Office of Federal Operations	0	0	8	10	15	16						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	6	7	0	0	0	2