

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

## **USAID**

For 4th Quarter 2024 for period ending September 30, 2024

		Comparative Data											
Part 1 Complaint Activity		Previous Fiscal Year Data											
	2019	2020	2021	2022	2023	2024 Thru 09-30							
Number of Complaints Filed	25	29	31	39	25	32							
Number of Complainants	25	26	29	38	25	32							
Repeat Filers	0	3	2	1	0	0							

Post 2 Compleints by Posis			Compara	tive Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year D	ata		0004 7
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2022	2023	2024 Thru 09-30	
Race	13	15	16	15	10	14
Color	7	7	6	10	7	7
Religion	2	2	3	10	1	1
Reprisal	11	16	20	21	8	12
Sex	16	12	12	12	8	10
PDA	1	1	0	0	0	1
National Origin	5	6	5	5	4	7

Equal Pay Act	0	0	0	1	0	0
Age	10	8	7	7	7	12
Disability	3	6	6	16	3	11
Genetics	0	0	0	6	0	0
Non-EEO	2	2	2	3	1	4

Part 3 Complaints By Issue			Compar	ative Data					
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.  The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the	Previous Fiscal Year Data								
current FY starting in FY2023.	2019	2020	2021	2022	2023				
Appointment/Hire	0	0	7	1	5	4			
Assignment of Duties*	8	4	3	0	0	0			
Awards	0	0	0	0	1	0			
Conversion to Full Time/Perm Status*	0	0	0	0	0	0			
Disciplinary Action	•	<u>.</u>	•	<u> </u>	1	•			
Demotion	0	0	0	0	0	0			
Reprimand**	0	0	0	0	0	0			
Suspension	0	1	0	0	0	1			
Removal	1	0	0	1	2	2			
Other Disciplinary Actions**	0	0	0	0	0	2			
Other 2**	0	0	0	0	0	0			

Duty Hours*	0	0	0	1	0	0
Perf. Eval./ Appraisal	1	0	6	3	1	3
Examination/Test	0	0	0	0	0	0
Harassment	•		•		•	
Non-Sexual	3	5	4	10	5	12
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	0	4	1	1
Promotion/Non-Selection	1	5	10	6	2	3
Reassignment			!		!	!
Reassignment: Denied/Directed	0	0	0	2	1	0
Directed	1	1	0	0	1	0
Reasonable Accommodation Disability	0	2	1	1	1	4
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	3
Telework	0	0	0	0	1	0
Termination	0	4	1	3	2	2
Terms/Conditions of Employment*	3	7	4	9	0	0
Time and Attendance	0	2	0	2	0	0
Training	0	0	0	5	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	1
User Defined - Other 1*	3	0	0	0	0	0
User Defined - Other 2*	0	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

		Comparative Data											
Part 4 Processing Time		Pro	evious Fiscal Year [	Data		2024 Thru 00 20							
	2019	2020	2021	2022	2023	2024 Thru 09-30							
Complaints pending during fiscal year	-	-	-	•	-								
Average number of days in investigation	310.8	219.07	149.7	157.53	183.0	175.63							
Average number of days in final action	129.78	111.5	37.26	31.11	30.68	58.75							
Complaints pending during fiscal year where h	earing was requested			-	-	•							
Average number of days in investigation	332.33	246.57	151.25	167.5	193.5	163.60							
Average number of days in final action	81.67	48.42	28.82	10.38	21.57	59.50							
Complaints pending during fiscal year where h	earing was not requeste	d	•			•							
Average number of days in investigation	260.56	146.88	147.93	158.0	169.2	189							
Average number of days in final action	226.0	201.64	48.88	53.63	57.0	58.00							

	Comparative Data											
Part 5 Complaints Dismissed by Agency		2024 Th 20 20										
	2019	2020	2021	2022	2023	2024 Thru 09-30						
Part 5 Complaints Dismissed by Agency	5	4	2	7	7	6						
Average days pending prior to dismissal	107	98	48	59	37	80.67						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	1	2	2	2	4	0						

Part 6 Total Final Agency Actions Finding Discrimination		Comparative Data										
		Previous Fiscal Year Data									2024 Thru	
	2019		2020		2021		2022		2023		09-30	
	#	%	#	%	#	%	#	%	#	%	#	%
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

Part 7 Finding of Discrimination Rendered			Comparative Data											
by Basis				Pre	vious Fis	cal Year D	ata				2024	Thru		
Note: Complaints can be filed alleging multiple	20	2019		2020		2021		2022		23	09-30			
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		0		0		0			
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		

Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
		-		-	-	-	-		-	-	-	-
Finding Without Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

					C	ompar	ative C	Data				
Dout 0 Finding of Discrimination Dandard by Jacus				Previo	us Fisc	cal Yea	r Data	ì			2024 Thru 09	
Part 8 Finding of Discrimination Rendered by Issue	20	19	20	20	20	21	20	)22	20	23		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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	-	-		-	-			-	-			
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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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	•		•	•				-	•	•	•	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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

Starting in FY2022, issues marked with:
\* are reported under Other Terms / Conditions of Employment.
\*\* are reported under Other Disciplinary Actions.

Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Reassignment: Denied/Directed	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 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

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							_		_			

					T	T			ı	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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					•							
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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												
Reassignment: Denied/Directed	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 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

Findings Without 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				_					_	_		
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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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				-	-			-			-	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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												
Reassignment: Denied/Directed	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 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

			Compara	ative Data										
Part 9 Complaints Pending from Previous Fiscal Years By Status			2024 Thru											
	2019	2020	2021	2022	2023	09-30								
Total complaints from previous Fiscal Years	42	21	16	13	5	7								
Total Complainants	40	19	13	9	5	7								
Number complaints pending						•								
Investigation	6	0	0	0	0	0								

ROI issued, pending Complainant's action	1	1	0	0	0	1
Hearing	32	20	15	8	4	5
Final Agency Action	4	0	1	5	1	0
Appeal with EEOC Office of Federal Operations	0	8	10	15	18	7

			Compara	ative Data		
Part 10 Complaint Investigations			2024 Thru			
	2019	2020	2021	2022	2023	09-30
Pending Complaints Where Investigations Exceed Required Time Frames	7	0	0	0	0	0