



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

USAID

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
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

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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	Comparative Data					
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with:</i> <i>* are reported under Other Terms / Conditions of Employment.</i> <i>** are reported under Other Disciplinary Actions.</i></p> <p><i>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.</i></p>	Previous Fiscal Year Data					2024 Thru 09-30
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						
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

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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
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

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