



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

### USAID (and below)

For 4th Quarter 2023 for period ending September 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sep
	2018	2019	2020	2021	2022	
Number of Complaints Filed	30	25	29	31	39	25
Number of Complainants	30	25	26	29	38	25
Repeat Filers	0	0	3	2	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sep
	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	10
Color	5	7	7	6	10	7
Religion	3	2	2	3	10	1
Reprisal	13	11	16	20	21	8
Sex	18	16	12	12	12	8
PDA	1	1	1	0	0	0
National Origin	8	5	6	5	5	4
Equal Pay Act	0	0	0	0	1	0
Age	10	10	8	7	7	7
Disability	8	3	6	6	16	3
Genetics	0	0	0	0	6	0
Non-EEO	1	2	2	2	3	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 30-Sep
	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>						
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.						
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	2
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	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	3	5	4	10	5
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	1
Reasonable Accommodation Disability	3	0	2	1	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	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	6						
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>2023 Thru 30-Sep</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
<b>Complaints pending during fiscal year</b>												
Average number of days in investigation	319.93	310.8	219.07	149.7	157.53	183						
Average number of days in final action	313	129.78	111.5	37.26	31.11	30.68						
<b>Complaint pending during fiscal year where hearing was requested</b>												
Average number of days in investigation	286.43	332.33	246.57	151.25	167.5	193.5						
Average number of days in final action	0	81.67	48.42	28.82	10.38	21.57						
<b>Complaint pending during fiscal year where hearing was not requested</b>												
Average number of days in investigation	353.43	260.56	146.88	147.93	158	169.2						
Average number of days in final action	313	226	201.64	48.88	53.62	57						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 30-Sep</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	7						
Average days pending prior to dismissal	224	107	98	48	59	37						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	2	1	2	2	2	4						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023 Thru 30-Sep</b>	
	<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</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>2023 Thru 30-Sep</b>	
	<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>												
Race	0		0		0		0		0		0	



Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment														
Non-Sexual	0	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	0	
Medical Examination	0	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	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0	
Reassignment														
Denied	0	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	0	
Reasonable Accommodation Disability	0	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	0	
Religious Accommodation	0	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	0	
Sex-Stereotyping	0	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	0	
Termination	0	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	0	
Time and Attendance	0	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	0	
Other Terms/Conditions of Employment*	0	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	0	
User Defined - Other 2*	0	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	0	
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Findings Without Hearing</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	
Appointment/Hire	0	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	0	
Awards	0	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	0	
Disciplinary Action														
Demotion	0	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	0	
Suspension	0	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	0	
Other Disciplinary Actions**	0	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	0	
Perf. Eval./ Appraisal	0	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	0	
Harassment														
Non-Sexual	0	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	0	
Medical Examination	0	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	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0	
Reassignment														
Denied	0	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	0	
Reasonable Accommodation Disability	0	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	0	
Religious Accommodation	0	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	0	
Sex-Stereotyping	0	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	0	
Termination	0	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	0	
Time and Attendance	0	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	0	
Other Terms/Conditions of Employment*	0	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	0	
User Defined - Other 2*	0	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	0	
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<b>Comparative Data</b>													
	<b>Previous Fiscal Year Data</b>					<b>2023</b>								
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Thru</b>								
Total complaints from previous Fiscal Years	31	42	21	16	13	<b>30-Sep</b>								
Total Complainants	29	40	19	13	9	15								
<b>Number complaints pending</b>														
Investigation	9	6	0	0	0	10								
ROI issued, pending Complainant's action	1	1	1	0	0	0								
Hearing	20	32	20	15	8	4								

Final Agency Action	6	4	0	1	5	1
Appeal with EEOC Office of Federal Operations	0	0	8	10	15	17
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 30-Sep</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	6	7	0	0	0	0