

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

Department of the Interior (includes sub-level offices)

For 1st Quarter 2024 for period ending December 31, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	301	274	239	257	264	76
Number of Complainants	297	267	232	249	258	75
Repeat Filers	4	7	7	8	6	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	80	71	83	60	76	22
Color	29	27	20	27	31	10
Religion	9	9	12	32	14	2
Reprisal	161	148	150	125	149	36
Sex	108	104	93	79	85	36
PDA	2	3	2	1	1	1
National Origin	33	12	34	25	27	16
Equal Pay Act	1	1	2	4	3	0
Age	113	100	75	77	102	25
Disability	88	100	75	84	108	21
Genetics	2	1	0	3	5	0
Non-EEO	15	16	8	6	5	4

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Appointment/Hire	32	35	40	30	11	6
Assignment of Duties*	43	23	27	25	0	0
Awards	7	2	3	2	2	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	1	1	0
Reprimand**	8	13	13	8	0	0
Suspension	8	15	15	14	10	1
Removal	10	19	5	3	4	0
Other Disciplinary Actions**	2	3	9	0	29	5
Other 2**	0	0	0	0	0	0
Duty Hours*	5	6	5	5	0	0
Perf. Eval./ Appraisal	31	32	29	28	25	5
Examination/Test	0	0	5	1	1	0
Harassment						
Non-Sexual	158	120	114	125	144	45
Sexual	7	8	4	2	2	2
Medical Examination	1	2	0	3	3	0
Pay including overtime	6	4	11	10	11	3
Promotion/Non-Selection	25	39	26	35	43	14
Reassignment						
Reassignment: Denied/Directed	1	4	1	2	9	1
Directed	14	10	8	2	0	0
Reasonable Accommodation Disability	22	35	24	33	46	6
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	16	1	0
Retirement*	3	3	4	4	0	0
Sex-Stereotyping	0	0	1	0	1	2
Telework	3	4	3	11	5	2
Termination	20	25	22	23	20	6
Terms/Conditions of Employment*	41	40	35	32	0	0
Time and Attendance	14	20	12	7	18	3
Training	12	11	6	9	12	3
Other Terms/Conditions of Employment*	11	12	13	0	81	18
User Defined - Other 1*	0	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



Findings After Hearing	4		3		5		1		2		0	
Race	0	0.00	0	0.00	4	80.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	1	20.00	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	3	75.00	1	33.33	5	100.00	1	100.00	2	100.00	0	0.00
Sex	2	50.00	1	33.33	2	40.00	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	1	20.00	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	2	50.00	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	3	100.00	3	60.00	0	0.00	1	50.00	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		4		21		1		2		1	
Race	0	0.00	1	25.00	4	19.05	0	0.00	1	50.00	0	0.00

Color	0	0.00	1	25.00	3	14.29	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	4.76	0	0.00	1	50.00	0	0.00
Reprisal	0	0.00	3	75.00	15	71.43	0	0.00	0	0.00	1	100.00
Sex	0	0.00	1	25.00	10	47.62	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	1	25.00	1	4.76	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	4	19.05	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	25.00	5	23.81	1	100.00	0	0.00	1	100.00
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 Without Hearing	0		4		21		1		2		1	
Appointment/Hire	0	0	3	75	3	14	0	0	2	100	0	0
Assignment of Duties*	0	0	0	0	4	19	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	1	5	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	100	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	2	10	0	0	0	0	0	0
Non-Sexual	0	0	0	0	11	52	1	100	0	0	1	100
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	1	25	1	5	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	5	24	1	100	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	2	10	1	100	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	6	29	1	100	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100
Training	0	0	0	0	1	5	1	100	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 12-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	280	259	197	136	156	319
Total Complainants	266	262	188	126	144	294
Number complaints pending						
Investigation	8	3	1	0	0	77
ROI issued, pending Complainant's action	2	1	0	1	20	53
Hearing	255	220	184	113	76	105
Final Agency Action	16	46	13	20	75	103
Appeal with EEOC Office of Federal Operations	45	59	76	63	59	74

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	7	2	8	2	3	8