## 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

		Comparative Data											
Part 1 Complaint Activity		Pre	vious Fiscal Year D	lata		2024 Thru 42 24							
	2019 2020 2021 2022		2022	2023	2024 Thru 12-31								
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							

Dort 2 Complaints by Dasis						
Part 2 Complaints by Basis		Pro	evious Fiscal Year	Data		2024 Thm.
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	- 2024 Thru 12-31
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			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			2024 Thru 12-31			
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.	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	<u> </u>		1		1	.I
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

	Comparative Data								
Part 4 Processing Time		Pr	evious Fiscal Year D	Data		2024 Thru 42 24			
	2019	2020	2021	2022	2023	— 2024 Thru 12-31			
Complaints pending during fiscal year									
Average number of days in investigation	203.24	183.81	224.48	179.68	171.78	199.41			
Average number of days in final action	55.4	112.45	108.1	46.31	84.28	97.33			
Complaints pending during fiscal year where h	earing was requested								
Average number of days in investigation	205.16	179.02	225.26	198.57	168.07	197.16			
Average number of days in final action	40.58	74	66.07	34.61	31.49	34.29			
Complaints pending during fiscal year where h	earing was not request	ted							
Average number of days in investigation	203.32	180.04	210.81	173.35	159.18	200.83			
Average number of days in final action	73.59	157.66	157.12	62.4	165.46	170.83			

			Compara	ative Data									
Part 5 Complaints Dismissed by Agency		Previous Fiscal Year Data											
	2019	2020	2021	2022	2023	2024 Thru 12-31							
Part 5 Complaints Dismissed by Agency	33	27	22	27	6	4							
Average days pending prior to dismissal	209.73	165.41	178.18	101.77	207.17	112.50							
	Complaints Withd	rawn by Compla	inants	-									
Total Complaints Withdrawn by Complainants	13	20	22	14	14	3							

	Comparative Data												
Dort & Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				2024	4 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	20	)19	20	)20	20	)21	20	)22	20	)23	12	2-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	4		5		26		2		4		1		
Without Hearing	0	0	3	60	21	81	1	50	2	50	1	100	
With Hearing	4	100	2	40	5	19	1	50	2	50	0	0	

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2024	4 Thru
Note: Complaints can be filed alleging multiple	20	2019		2020		2021		)22	20	023	12	2-31
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		7		26		2		4		1	
Race	0	0.00	1	14.29	8	30.77	0	0.00	1	25.00	0	0.00
Color	0	0.00	1	14.29	4	15.38	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	3.85	0	0.00	1	25.00	0	0.00
Reprisal	3	75.00	4	57.14	20	76.92	1	50.00	1	25.00	1	100.00
Sex	2	50.00	2	28.57	12	46.15	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	14.29	2	7.69	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	28.57	4	15.38	0	0.00	0	0.00	0	0.00
Disability	0	0.00	4	57.14	8	30.77	1	50.00	1	25.00	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 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

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 current FY starting in FY2023.

	Comparative Data											
Part 8 Finding of Discrimination Rendered by Issue				Previo	us Fise	cal Yea	ar Data	I			2024	Thru 12-
Fait o Finding of Discrimination Rendered by issue	20	)19	20	20	20	21	20	22	20	)23		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		7		41		2		4		1	
Appointment/Hire	0	0	3	43	4	10	0	0	2	50	0	0
Assignment of Duties*	3	75	0	0	8	20	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											1	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	2	5	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	2	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	1	25	0	0	3	7	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	·			-						-		-
Sexual	2	50	0	0	2	5	0	0	0	0	0	0
Non-Sexual	1	25	1	14	15	37	0	0	1	25	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	14	1	2	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	1	14	7	17	1	50	1	25	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	3	7	0	0	0	0	0	0
Termination	1	25	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	1	25	0	0	5	12	0	0	0	0	0	0
Time and Attendance	1	25	0	0	3	7	0	0	0	0	1	100
Training	0	0	0	0	1	2	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	1	14	6	15	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	4		3		5		1		2		0	
Appointment/Hire	0	0	0	0	1	20	0	0	0	0	0	0
Assignment of Duties*	3	75	0	0	4	80	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	20	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	20	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	1	25	0	0	3	60	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		-	-				-				-	
Sexual	2	50	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	25	1	33	4	80	0	0	1	50	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	1	33	2	40	0	0	1	50	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	1	20	0	0	0	0	0	0
Termination	1	25	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	1	25	0	0	4	80	0	0	0	0	0	0
Time and Attendance	1	25	0	0	3	60	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	1	33	0	0	0	0	1	50	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		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		<u> </u>			1		1	1	1	1	1	!
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							
		2024 Thru						
	2019	2020	2021	2022	2023	12-31		
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	
	2019	2020	2021	2022	2023	12-31	
Pending Complaints Where Investigations Exceed Required Time Frames	7	2	8	2	3	8	