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

U.S. Fish and Wildlife Service: FWS (includes sub-level offices)

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

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	Data		0004 Th 40 04
	2019 2020 2021		2022	2023	2024 Thru 12-31	
Number of Complaints Filed	22	24	24	33	30	9
Number of Complainants	22	24	24	33	30	8
Repeat Filers	0	0	0	0	0	1

Dort 2 Complaints by Dosis			Compara	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year D	Pata		2024 Than
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	2	8	8	7	8	3
Color	0	0	2	5	2	1
Religion	0	0	1	3	3	0
Reprisal	15	9	17	17	16	6
Sex	5	10	13	12	7	4
PDA	0	0	0	0	0	0
National Origin	0	0	2	2	3	5
Equal Pay Act	0	1	0	0	0	0
Age	8	8	3	7	8	4
Disability	10	11	9	11	11	2
Genetics	0	0	0	1	0	0
Non-EEO	1	0	1	0	0	1

Part 3 Complaints By Issue			Compar	rative 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.		Previo	us Fiscal Yea	ar Data		2024 Thru 12-31
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.						_
F 12023.	2019	2020	2021	2022	2023	
Appointment/Hire	1	4	1	1	3	0
Assignment of Duties*	0	1	4	4	0	0
Awards	0	0	1	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action		1	T	T	T	
Demotion	0	0	0	0	0	0
Reprimand**	1	2	2	0	0	0
Suspension	0	1	6	4	0	1
Removal	2	1	0	0	0	0
Other Disciplinary Actions**	0	1	0	0	3	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	2	0	0
Perf. Eval./ Appraisal	1	1	2	0	2	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	13	14	14	17	22	7
Sexual	1	0	0	1	0	0
Medical Examination	0	1	0	0	0	0
Pay including overtime	0	0	0	2	0	1
Promotion/Non-Selection	1	2	2	9	6	2
Reassignment			!	!	!	'
Reassignment: Denied/Directed	0	0	0	0	0	0
Directed	1	1	0	0	0	0
Reasonable Accommodation Disability	2	1	4	5	5	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	0	0
Retirement*	0	1	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	1	0
Termination	2	1	1	2	2	2
Terms/Conditions of Employment*	1	3	3	2	0	0
Time and Attendance	0	0	0	0	2	1
Training	0	1	0	2	5	1
Other Terms/Conditions of Employment*	0	0	0	0	9	2
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

			Compar	ative 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	205.19	173.91	148.07	176.25	187.76	164.25
Average number of days in final action	37.85	109.75	64.82	40.71	106.5	122.67
Complaints pending during fiscal year where h	nearing was requested			-		
Average number of days in investigation	209.22	204.1	153.44	193.22	209	165.00
Average number of days in final action	23.43	65.33	19	15.78	39.5	10.75
Complaints pending during fiscal year where h	nearing was not request	ted				
Average number of days in investigation	207.33	139.18	144.00	165.5	157.43	162.00
Average number of days in final action	49.4	136.4	92.8	56.17	140	346.50

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year	Data		0004 TI 40 04
	2019	2020	2021	2022	2023	2024 Thru 12-31
Part 5 Complaints Dismissed by Agency	1	4	3	2	0	1
Average days pending prior to dismissal	166	188.25	71	260	0	44.00
	Complaints Withd	rawn by Complai	inants			
Total Complaints Withdrawn by Complainants	2	0	1	0	3	0

					(Compara	ative Da	ata				
Dort C Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				202	4 Thru
Part 6 Total Final Agency Actions Finding Discrimination	20	019	20)20	20)21	20)22	20)23	12	2-31
	#	%	#	%	#	%	#	%	#	%	#	%
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 by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2024	Thru
Note: Complaints can be filed alleging multiple	20)19	20	20	20)21	20)22	20)23	12	-31
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

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 Previous Fiscal Year Data												
Part 8 Finding of Discrimination Rendered by Issue				Previo	us Fiso	cal Yea	ar Data	ì	•		2024	Thru 12	
r art or inding of Dischinination Rendered by issue	20	19	20	20	20	21	20	22	20)23		31	
	#	%	#	%	#	%	#	%	#	%	#	%	
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	
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	

Reassignment: Denied/Directed 0													
Appointmentiffine	Findings After Hearing												
Assignment of Duties' 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			0		0	_	0		0		0		0
Name			-										
Conversion to Full Time/Perm Status* 0 0 0 0 0 0 0 0 0			-						-				
Demotion			-										
Demotion		0		0			0						
Reprimand***							0						
Suspension 0 0 0 0 0 0 0 0 0			-										
Removal													
Chither Disciplinary Actions**													
Other 2** Other 2** Other 2** Other 2** Other 2** Other 3** Other 2** Other 3** Othe													
Duly Hours* 0												<u> </u>	
Perf. Eval. / Appraisal 0													
Examination/Test 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0													
Harassment													
Sexual 0 <td></td> <td>0</td>		0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual 0 0 0 0 0 0 0 0 0			1	I	<u> </u>	ı		<u> </u>	1	Π	Ι	Γ	1
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	Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection 0 0 0 0 0 0 0 0 0	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment Reassignment: Denied/Directed 0	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied/Directed 0	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Directed 0 0 0 0 0 0 0 0 0	Reassignment		1	ī	1	1	T	1	1		1	Г	1
Reasonable Accommodation Disability 0 0 0 0 0 0 0 0 0	Reassignment: Denied/Directed	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 0 0 0 0 0 0	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation 0 <td>Reasonable Accommodation Disability</td> <td>0</td>	Reasonable Accommodation Disability	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 0 0 0 0 0 0	Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping 0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework	Retirement*	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 0 0 0 0 0 0	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment* 0 <t< td=""><td>Telework</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>	Telework	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance 0	Termination	0	0	0	0	0	0	0	0	0	0	0	0
Training 0<	Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment* 0	Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1* 0	Training	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2* 0	Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3* 0	User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3* 0	User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	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

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

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	16	14	10	9	23	37		
Total Complainants	16	14	10	9	21	36		
Number complaints pending								
Investigation	0	0	0	0	0	7		
ROI issued, pending Complainant's action	0	0	0	0	6	7		
Hearing	16	12	10	8	14	17		
Final Agency Action	0	2	0	0	9	12		
Appeal with EEOC Office of Federal Operations	2	2	3	7	4	7		

Part 10 Complaint Investigations	Comparative Data							
		2024 Thru						
	2019	2020	2021	2022	2023	12-31		
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0		