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

National Park Service:NPS (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	Data		2024 Thru 42 24						
			2022	2023	2024 Thru 12-31							
Number of Complaints Filed	83	77	80	67	74	24						
Number of Complainants	82	73	77	66	73	24						
Repeat Filers	1	4	3	1	1	0						

Port 2 Compleinte hy Pasie						
Part 2 Complaints by Basis		Pre	evious Fiscal Year I	Data		0004 Thru
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	23	26	33	16	22	9
Color	9	12	10	9	9	3
Religion	3	6	3	6	4	0
Reprisal	38	40	41	31	45	13
Sex	31	34	26	23	19	14
PDA	0	0	1	0	0	1
National Origin	3	2	14	3	6	2
Equal Pay Act	0	0	0	2	2	0
Age	27	28	25	24	28	5
Disability	24	32	19	26	34	4
Genetics	1	0	0	0	3	0
Non-EEO	4	3	2	4	3	1

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.			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.	2019	2020	2021	2022	2023	
Appointment/Hire	8	11	18	14	2	2
Assignment of Duties*	12	6	8	4	0	0
Awards	1	1	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action		1	1	1	1	1
Demotion	0	0	0	1	1	0
Reprimand**	0	4	3	2	0	0
Suspension	3	5	4	5	4	0
Removal	4	5	2	0	3	0
Other Disciplinary Actions**	0	0	0	0	9	3
Other 2**	0	0	0	0	0	0
Duty Hours*	1	3	3	1	0	0
Perf. Eval./ Appraisal	9	6	3	6	6	1
Examination/Test	0	0	3	0	0	0
Harassment						
Non-Sexual	34	30	25	26	35	15
Sexual	3	4	1	0	0	0
Medical Examination	1	1	0	0	0	0
Pay including overtime	1	1	4	2	5	1
Promotion/Non-Selection	4	8	4	10	12	2
Reassignment						
Reassignment: Denied/Directed	0	0	0	0	1	1
Directed	4	2	3	1	0	0
Reasonable Accommodation Disability	8	11	5	11	15	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0			0
Retirement*	0	0	0	2	0	0
Sex-Stereotyping Telework	0	0	0	2	2	0
Termination	3	6	7	4	6	2
Terms/Conditions of Employment*	5	8	8	6	0	0
Time and Attendance	5 1	0   7	0 3	2	3	0
Training	5	3	2	1	1	2
Other Terms/Conditions of Employment*	0	0	0	0	20	6
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	169.08	155.99	166.32	170.48	186.58	202.42			
Average number of days in final action	66.75	97.56	120.07	37.2	103.73	112.57			
Complaints pending during fiscal year where h	nearing was requested				•	•			
Average number of days in investigation	167.64	154.19	169.33	189.03	183.11	203.80			
Average number of days in final action	61.94	81.13	63.6	27.84	44.29	76.40			
Complaints pending during fiscal year where h	hearing was not reques	ted							
Average number of days in investigation	172.13	159.72	156.5	179.12	194.63	200.89			
Average number of days in final action	73.25	143.27	186.67	52.79	312.80	203.00			

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Yeaı	<sup>.</sup> Data		
	2019	2020	2021	2022	2023	2024 Thru 12-31
Part 5 Complaints Dismissed by Agency	8	6	7	8	2	1
Average days pending prior to dismissal	123.75	120.67	149.14	190.11	177	37.00
	Complaints Withd	rawn by Complai	inants			
Total Complaints Withdrawn by Complainants	2	9	9	6	5	2

	Comparative Data											
Dart & Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	<sup>-</sup> Data				2024	4 Thru
Part 6 Total Final Agency Actions Finding Discrimination		2019		2020		)21	20	)22	20	)23	12-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		6		0		1		0	
Without Hearing	0	0	1	100	5	83	0	0	0	0	0	0
With Hearing	0	0	0	0	1	17	0	0	1	100	0	0

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2024	1 Thru
Note: Complaints can be filed alleging multiple	20	)19	20	)20	20	)21	20	)22	20	023	12	2-31
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		6		0		1		0	
Race	0	0.00	0	0.00	3	50.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	2	33.33	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	1	100.00	2	33.33	0	0.00	1	100.00	0	0.00
Sex	0	0.00	0	0.00	3	50.00	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	2	33.33	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	1	16.67	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	16.67	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		1		0		1		0	
Race	0	0.00	0	0.00	1	100.00	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	1	100.00	0	0.00	1	100.00	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	1	100.00	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		1		5		0		0		0	
Race	0	0.00	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	0	0.00	2	40.00	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	1	100.00	1	20.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	3	60.00	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	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	20.00	0	0.00	0	100.00	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											
Part 8 Finding of Discrimination Pondorod by Issue			Previous Fiscal Year Data								2024	Thru 12-
Part 8 Finding of Discrimination Rendered by Issue	20	19	20	20	20	)21	20	22	20	23		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		6		0		1		0	
Appointment/Hire	0	0	1	100	2	33	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	1	17	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	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	5	83	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	0	0	1	17	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	1	17	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

Findings After Hearing	0		0		1		0		1		0	
Appointment/Hire	0	0	0	0	1	100	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	1	100	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				8	•			•		•	•	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	1	100	0	0	1	100	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	1	100	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

Findings Without Hearing	0		1		5		0		0		0	
Appointment/Hire	0	0	1	100	1	20	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											1	
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	4	80	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	1	20	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	75	61	54	44	45	94		
Total Complainants	71	60	52	42	42	87		
Number complaints pending								
Investigation	1	0	0	0	0	25		
ROI issued, pending Complainant's action	0	0	0	1	0	16		
Hearing	71	50	52	37	22	32		
Final Agency Action	6	11	2	5	19	26		
Appeal with EEOC Office of Federal Operations	13	20	16	14	10	13		

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	1	0	0	0	1	2	