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

U.S. Geological Survey:USGS (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 Thm: 42.24						
			2022	2023	2024 Thru 12-31							
Number of Complaints Filed	23	13	14	20	19	5						
Number of Complainants	23	13	13	19	18	5						
Repeat Filers	0	0	1	1	1	0						

Part 2 Complaints by Pasia						
Part 2 Complaints by Basis		Pr	evious Fiscal Year	Data		2024 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	6	5	3	1	5	2
Color	4	1	1	0	2	0
Religion	0	0	1	3	3	0
Reprisal	16	10	10	13	10	4
Sex	8	5	5	9	7	2
PDA	0	1	0	1	1	0
National Origin	6	3	2	4	1	2
Equal Pay Act	0	0	0	0	0	0
Age	11	5	5	10	5	1
Disability	10	4	2	4	9	2
Genetics	0	0	0	0	0	0
Non-EEO	2	1	2	0	0	0

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	3	1	2	5	1	0
Assignment of Duties*	12	3	5	1	0	0
Awards	2	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action	ł					ł
Demotion	0	0	0	0	0	0
Reprimand**	0	1	1	2	0	0
Suspension	0	1	0	1	0	0
Removal	0	0	0	1	0	0
Other Disciplinary Actions**	0	0	0	0	3	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	7	2	6	7	2	1
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	14	6	8	9	7	4
Sexual	0	0	1	0	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	0	0	0	0
Promotion/Non-Selection	3	3	3	3	3	1
Reassignment						1
Reassignment: Denied/Directed	0	1	1	1	1	0
Directed	2	0	0	0	0	0
Reasonable Accommodation Disability	2	3	1	1	5	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	1	0	0	1	1	2
Termination	3	1	1	0	2	1
Terms/Conditions of Employment*	9	2	3	3	0	0
Time and Attendance	6	0	3	0	5	2
Training	3	5	1	1	2	0
Other Terms/Conditions of Employment*	0	0	0	0	8	3
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			
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	170.53	198.1	180.75	151	151.5	147.50
Average number of days in final action	44.82	141.14	199.11	109.82	61.25	37.00
Complaints pending during fiscal year where h	earing was requested					
Average number of days in investigation	166.62	180.45	194	161.51	144	0.00
Average number of days in final action	38	81.5	179.33	212	27	0.00
Complaints pending during fiscal year where h	earing was not reques	ted				
Average number of days in investigation	179.1	219.67	172.8	158.73	165	147.50
Average number of days in final action	47.38	165	241.2	51.43	164	37.00

	Comparative Data											
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year	⁻ Data								
	2019	2020	2021	2022	2023	2024 Thru 12-31						
Part 5 Complaints Dismissed by Agency	2	3	3	0	2	0						
Average days pending prior to dismissal	408	300.33	501.33	0	344.5	0.00						
	Complaints Withd	rawn by Compla	inants									
Total Complaints Withdrawn by Complainants	1	0	1	0	1	0						

	Comparative Data											
Dart & Total Final Aganay Actions Finding Discrimination			2024	4 Thru								
Part 6 Total Final Agency Actions Finding Discrimination	20)19	20	2020)21	20)22	20)23	23 12	
		%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		4		0		0		1	
Without Hearing	0	0	0	0	4	100	0	0	0	0	1	100
With Hearing	2	100	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				202	4 Thru
Note: Complaints can be filed alleging multiple	20	019	20	2020		2021		2022)23	12	2-31
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		4		0		0		1	
Race	0	0.00	0	0.00	2	50.00	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	2	100.00	0	0.00	4	100.00	0	0.00	0	0.00	1	100.00
Sex	2	100.00	0	0.00	3	75.00	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	1	25.00	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	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	2		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	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	2	100.00	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		4		0		0		1	
Race	0	0.00	0	0.00	2	50.00	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	4	100.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	3	75.00	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	1	25.00	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	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												
Dart & Finding of Discrimination Dandared by Jacus				Previo	us Fiso	cal Yea	ar Data	I			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	2		0		4		0		0		1		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties*	2	100	0	0	4	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	1	50	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	2	100	0	0	1	25	0	0	0	0	0	0	
Non-Sexual	0	0	0	0	3	75	0	0	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	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	1	50	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment*	1	50	0	0	3	75	0	0	0	0	0	0	
Time and Attendance	1	50	0	0	0	0	0	0	0	0	1	100	
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	2		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	2	100	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	1	50	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	•		•	•			8	
Sexual	2	100	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	1	50	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	1	50	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	50	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

Findings Without Hearing	0		0		4		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	4	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			•	•	•	•			•		*	·
Sexual	0	0	0	0	1	25	0	0	0	0	0	0
Non-Sexual	0	0	0	0	3	75	0	0	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	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	3	75	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100
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	8	15	11	4	9	14			
Total Complainants	8	15	10	3	7	12			
Number complaints pending									
Investigation	1	0	0	0	0	2			
ROI issued, pending Complainant's action	0	0	0	0	2	4			
Hearing	7	10	9	3	3	3			
Final Agency Action	0	5	2	1	6	8			
Appeal with EEOC Office of Federal Operations	0	3	0	4	7	8			

Part 10 Complaint Investigations	Comparative Data						
		Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	12-31	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	1	