

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

Department of the Interior (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2022Thru03-31 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Number of Complaints Filed | 331 | 373 | 306 | 281 | 242 | 138 |
| Number of Complainants | 317 | 347 | 296 | 260 | 230 | 135 |
| Repeat Filers | 12 | 25 | 10 | 21 | 12 | 3 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru03-31 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 101 | 117 | 83 | 74 | 85 | 27 |
| Color | 41 | 39 | 31 | 27 | 21 | 12 |
| Religion | 13 | 20 | 9 | 10 | 12 | 17 |
| Reprisal | 172 | 211 | 169 | 150 | 153 | 58 |
| Sex | 139 | 141 | 114 | 108 | 97 | 38 |
| PDA | 3 | 1 | 2 | 3 | 2 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin | 42 | 53 | 34 | 14 | 36 | 12 |
| Equal Pay Act | 2 | 1 | 1 | 1 | 2 | 1 |
| Age | 116 | 115 | 115 | 102 | 77 | 43 |
| Disability | 106 | 122 | 89 | 104 | 77 | 44 |
| Genetics | 1 | 2 | 2 | 1 | 0 | 1 |
| Non-EEO | 12 | 20 | 16 | 16 | 8 | 3 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru03-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Appointment/Hire | 32 | 32 | 31 | 34 | 40 | 14 |
| Assignment of Duties | 37 | 45 | 43 | 24 | 29 | 13 |
| Awards | 9 | 5 | 7 | 3 | 5 | 1 |
| Conversion to Full Time/Perm Status | 1 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 0 | 1 | 0 | 1 | 1 |
| Reprimand | 18 | 15 | 10 | 13 | 14 | 5 |
| Suspension | 21 | 15 | 13 | 16 | 16 | 6 |
| Removal | 8 | 17 | 14 | 21 | 5 | 2 |
| Other | 0 | 0 | 0 | 0 | 0 | 2 |
| Duty Hours | 8 | 2 | 5 | 6 | 6 | 4 |
| Perf. Eval./ Appraisal | 43 | 37 | 33 | 32 | 31 | 16 |
| Examination/Test | 2 | 2 | 0 | 0 | 5 | 1 |
| Harassment | | | | | | |
| Non-Sexual | 159 | 190 | 166 | 127 | 115 | 65 |

| | | | | | | |
|-------------------------------------|----|----|----|----|----|----|
| Sexual | 12 | 12 | 8 | 8 | 4 | 2 |
| Medical Examination | 3 | 1 | 1 | 2 | 0 | 2 |
| Pay including overtime | 10 | 2 | 7 | 4 | 12 | 4 |
| Promotion/Non-Selection | 40 | 55 | 27 | 38 | 27 | 16 |
| Reassignment | | | | | | |
| Denied | 0 | 1 | 1 | 4 | 1 | 1 |
| Directed | 11 | 14 | 14 | 11 | 9 | 0 |
| Reasonable Accommodation Disability | 27 | 43 | 22 | 40 | 26 | 17 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 1 | 0 | 0 | 0 | 0 | 13 |
| Retirement | 3 | 2 | 3 | 4 | 4 | 1 |
| Sex-Stereotyping | 0 | 2 | 0 | 0 | 1 | 0 |
| Telework | 5 | 14 | 7 | 4 | 3 | 6 |
| Termination | 29 | 31 | 20 | 25 | 23 | 11 |
| Terms/Conditions of Employment | 61 | 53 | 41 | 43 | 37 | 19 |
| Time and Attendance | 18 | 16 | 17 | 21 | 12 | 5 |
| Training | 9 | 14 | 13 | 13 | 7 | 2 |
| Other | | | | | | |
| 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 |

| Processing Time | Comparative Data | | | | | |
|--|---------------------------|--------|--------|--------|--------|---------------|
| | Previous Fiscal Year Data | | | | | 2022Thru03-31 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 193.45 | 187.26 | 209.66 | 187.27 | 258.15 | 207.36 |
| Average number of days in final action | 50.51 | 52.68 | 55.45 | 113.08 | 106.68 | 55.60 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 199.98 | 192.75 | 214.06 | 189.68 | 258.04 | 204.19 |
| Average number of days in final action | 44.09 | 34.56 | 40.58 | 73.41 | 65.54 | 42.51 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 183.72 | 184.16 | 206.26 | 182.18 | 251.21 | 206.00 |
| Average number of days in final action | 56.29 | 69.12 | 73.71 | 157.66 | 155.42 | 71.26 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru03-31 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Total Complaints Dismissed by Agency | 42 | 23 | 33 | 27 | 22 | 11 |
| Average days pending prior to dismissal | 152.81 | 146.35 | 209.73 | 175.81 | 178.18 | 102.82 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 14 | 28 | 15 | 19 | 22 | 10 |

| Findings After Hearing | 3 | | 1 | | 4 | | 3 | | 5 | | 2 | |
|---------------------------------|---|-----|---|-----|---|----|---|-----|----|-----|---|----|
| Race | 1 | 33 | 1 | 100 | 0 | 0 | 0 | 0 | 4 | 80 | 1 | 50 |
| Color | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 2 | 67 | 1 | 100 | 3 | 75 | 1 | 33 | 5 | 100 | 1 | 50 |
| Sex | 2 | 67 | 1 | 100 | 2 | 50 | 1 | 33 | 2 | 40 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 1 | 20 | 1 | 50 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 33 | 1 | 100 | 2 | 50 | 2 | 67 | 0 | 0 | 0 | 0 |
| Disability | 3 | 100 | 0 | 0 | 0 | 0 | 3 | 100 | 3 | 60 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 3 | | 1 | | 0 | | 5 | | 21 | | 1 | |
| Race | 1 | 33 | 0 | 0 | 0 | 0 | 1 | 20 | 4 | 19 | 0 | 0 |
| Color | 1 | 33 | 0 | 0 | 0 | 0 | 1 | 20 | 3 | 14 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 5 | 0 | 0 |
| Reprisal | 1 | 33 | 1 | 100 | 0 | 0 | 4 | 80 | 15 | 71 | 0 | 0 |
| Sex | 1 | 33 | 0 | 0 | 0 | 0 | 1 | 20 | 10 | 48 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | 1 | 5 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 33 | 0 | 0 | 0 | 0 | 1 | 20 | 4 | 19 | 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 | 1 | 20 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 |
| Other | 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 | 1 | 25 | 0 | 0 | 3 | 60 | 1 | 50 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 1 | 33 | 0 | 0 | 1 | 25 | 1 | 33 | 4 | 80 | 1 | 50 |
| Sexual | 0 | 0 | 0 | 0 | 2 | 50 | 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 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 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 | 1 | 33 | 2 | 40 | 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 | 1 | 20 | 0 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| | Previous Fiscal Year Data | | | | | 2022Thru03-31 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Total complaints from previous Fiscal Years | 278 | 277 | 279 | 268 | 194 | 245 |
| Total Complainants | 254 | 250 | 253 | 251 | 179 | 226 |
| Number complaints pending | | | | | | |
| Investigation | 10 | 2 | 3 | 2 | 0 | 13 |
| ROI issued, pending Complainant's action | 0 | 0 | 2 | 0 | 0 | 5 |
| Hearing | 266 | 269 | 255 | 223 | 183 | 212 |
| Final Agency Action | 8 | 5 | 15 | 41 | 9 | 13 |
| Appeal with EEOC Office of Federal Operations | 63 | 56 | 47 | 58 | 78 | 65 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru03-31 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 23 | 11 | 3 | 0 | 10 | 4 |