

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

Department of the Interior (includes sub-level offices)

For 3rd Quarter 2023 for period ending June 30, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	366	301	274	239	257	198
Number of Complainants	351	297	267	232	249	195
Repeat Filers	14	4	7	7	8	3

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	118	80	71	83	60	62
Color	38	29	27	20	27	26
Religion	20	9	9	12	32	10
Reprisal	200	161	148	150	125	113
Sex	138	108	104	93	79	65
PDA	1	2	3	2	1	1
National Origin	53	33	12	34	25	23
Equal Pay Act	1	1	1	2	4	3
Age	114	113	100	75	76	84
Disability	119	88	100	75	84	78
Genetics	2	2	1	0	3	5
Non-EEO	19	15	16	8	6	5

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Appointment/Hire	32	32	35	40	30	10
Assignment of Duties*	40	43	23	27	25	0
Awards	4	7	2	3	2	2
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	1	1
Reprimand**	13	8	13	13	8	0
Suspension	13	8	15	15	13	5
Removal	16	10	19	5	3	2
Other Disciplinary Actions**	0	0	0	0	0	23
Other 2**	0	0	0	0	0	0
Duty Hours*	1	5	6	5	5	0
Perf. Eval./ Appraisal	38	31	32	29	28	22
Examination/Test	2	0	0	5	1	1
Harassment						
Non-Sexual	183	158	120	114	125	98
Sexual	12	7	8	4	2	2
Medical Examination	1	1	2	0	3	2
Pay including overtime	2	6	4	11	10	8
Promotion/Non-Selection	54	25	39	26	36	32
Reassignment						
Reassignment: Denied/Directed	1	1	4	1	2	0
Directed	14	14	10	8	2	4
Reasonable Accommodation Disability	41	22	35	24	33	38
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	16	1
Retirement*	2	3	3	4	4	0
Sex-Stereotyping	2	0	0	1	0	1
Telework	11	3	4	3	11	5
Termination	30	20	25	22	23	16
Terms/Conditions of Employment*	49	41	40	35	32	0
Time and Attendance	15	14	20	12	7	10
Training	13	12	11	6	9	9
Other Terms/Conditions of Employment*	0	0	0	0	0	66
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

Findings After Hearing	1		4		3		5		1		0	
Race	1	100.00	0	0.00	0	0.00	4	80.00	0	0.00	0	0.00
Color	1	100.00	0	0.00	0	0.00	1	20.00	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	1	100.00	3	75.00	1	33.33	5	100.00	1	100.00	0	0.00
Sex	1	100.00	2	50.00	1	33.33	2	40.00	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	1	100.00	0	0.00	0	0.00	1	20.00	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	1	100.00	2	50.00	2	66.67	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	3	100.00	3	60.00	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	1		0		4		21		3		1	
Race	0	0.00	0	0.00	1	25.00	4	19.05	0	0.00	0	0.00

Color	0	0.00	0	0.00	1	25.00	3	14.29	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	4.76	0	0.00	1	100.00
Reprisal	1	100.00	0	0.00	3	75.00	15	71.43	1	33.33	0	0.00
Sex	0	0.00	0	0.00	1	25.00	10	47.62	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	25.00	1	4.76	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	4	19.05	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	25.00	5	23.81	2	66.67	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 Without Hearing	1		0		4		21		2		1	
Appointment/Hire	0	0	0	0	3	75	2	10	1	50	1	100
Assignment of Duties*	0	0	0	0	0	0	4	19	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	1	5	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	50	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	1	100	0	0	0	0	2	10	0	0	0	0
Non-Sexual	0	0	0	0	0	0	11	52	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	1	25	2	10	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	5	24	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	0	0	2	10	1	50	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	7	33	1	50	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	5	1	50	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					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	285	277	270	195	134	214
Total Complainants	276	266	262	188	125	198
Number complaints pending						
Investigation	6	8	3	1	0	5
ROI issued, pending Complainant's action	0	2	1	0	1	28
Hearing	275	255	220	184	113	109
Final Agency Action	8	16	46	13	19	89
Appeal with EEOC Office of Federal Operations	62	45	59	76	63	63

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	18	7	2	8	2	2