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

Department of the Interior (includes sub-level offices)

For 4th Quarter 2023 for period ending September 30, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	Pata		2022 Th 00 20
	2018	2019	2020	2021	2022	2023 Thru 09-30
Number of Complaints Filed	366	301	274	239	257	259
Number of Complainants	351	297	267	232	249	253
Repeat Filers	14	4	7	7	8	6

Dort 2 Complaints by Dasis			Compar	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year I	Data		2022 Th
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 09-30
Race	118	80	71	83	60	75
Color	38	29	27	20	27	30
Religion	20	9	9	12	32	14
Reprisal	200	161	148	150	125	148
Sex	138	108	104	93	79	82
PDA	1	2	3	2	1	1
National Origin	53	33	12	34	25	26
Equal Pay Act	1	1	1	2	4	3
Age	114	113	100	75	76	100
Disability	119	88	100	75	84	107
Genetics	2	2	1	0	3	5
Non-EEO	19	15	16	8	6	5

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.			2023 Thru 09-30			
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				I	I	
FY2023.	2018	2019	2020	2021	2022	
Appointment/Hire	32	32	35	40	30	11
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		T	.	T	T	T
Demotion	0	1	0	1	1	1
Reprimand**	13	8	13	13	8	0
Suspension	13	8	15	15	13	10
Removal	16	10	19	5	3	4
Other Disciplinary Actions**	0	0	0	0	0	29
Other 2**	0	0	0	0	0	0
Duty Hours*	1	5	6	5	5	0
Perf. Eval./ Appraisal	38	31	32	29	28	25
Examination/Test	2	0	0	5	1	1
Harassment		_	Г	1	T	T
Non-Sexual	183	158	120	114	125	140
Sexual	12	7	8	4	2	2
Medical Examination	1	1	2	0	3	3
Pay including overtime	2	6	4	11	10	11
Promotion/Non-Selection	54	25	39	26	36	43
Reassignment				,	_	
Reassignment: Denied/Directed	1	1	4	1	2	2
Directed	14	14	10	8	2	7
Reasonable Accommodation Disability	41	22	35	24	33	45
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	20
Terms/Conditions of Employment*	49	41	40	35	32	0
Time and Attendance	15	14	20	12	7	17
Training	13	12	11	6	9	12
Other Terms/Conditions of Employment*	0	0	0	0	0	79
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		Pre	evious Fiscal Year D	ata		2022 Thru 00 20				
	2018	2019	2020	2021	2022	2023 Thru 09-30				
Complaints pending during fiscal year										
Average number of days in investigation	183.94	203.24	183.81	224.48	179.68	182.03				
Average number of days in final action	52.62	55.4	112.45	108.1	47.32	92.60				
Complaints pending during fiscal year where h	nearing was requested				•					
Average number of days in investigation	189.47	205.16	179.02	225.26	198.57	182.48				
Average number of days in final action	34.69	40.58	74	66.07	34.67	44.07				
Complaints pending during fiscal year where h	nearing was not reques	ted	-							
Average number of days in investigation	181.58	203.32	180.04	210.81	173.35	184.26				
Average number of days in final action	69.12	73.59	157.66	157.12	62.4	221.38				

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year	Data		0000 TI 00 00
	2018	2019	2020	2021	2022	2023 Thru 09-30
Part 5 Complaints Dismissed by Agency	24	33	27	22	27	6
Average days pending prior to dismissal	107.29	209.73	165.41	178.18	101.77	207.17
	Complaints Withd	rawn by Complai	nants			
Total Complaints Withdrawn by Complainants	26	13	20	22	14	14

	Comparative Data												
Part 6 Total Final Agency Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				2023 Thru		
	20	018	20)19	20)20	20)21	20)22	08	9-30	
		%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		4		7		26		3		4		
Without Hearing	0	0	0	0	4	57	21	81	2	67	2	50	
With Hearing	1	100	4	100	3	43	5	19	1	33	2	50	

Part 7 Finding of Discrimination Rendered by		Comparative Data												
Basis				Pre	vious Fis	cal Year D	ata				2023	3 Thru		
Note: Complaints can be filed alleging multiple	20)18	20	2019		2020)21	20)22		-30		
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2		4		7		26		4		4			
Race	1	50.00	0	0.00	1	14.29	8	30.77	0	0.00	0	0.00		
Color	1	50.00	0	0.00	1	14.29	4	15.38	0	0.00	0	0.00		
Religion	0	0.00	0	0.00	0	0.00	1	3.85	0	0.00	1	25.00		
Reprisal	2	100.00	3	75.00	4	57.14	20	76.92	2	50.00	2	50.00		
Sex	1	50.00	2	50.00	2	28.57	12	46.15	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	50.00	0	0.00	1	14.29	2	7.69	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	50.00	2	50.00	2	28.57	4	15.38	0	0.00	0	0.00		
Disability	0	0.00	0	0.00	4	57.14	8	30.77	2	50.00	2	50.00		
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	1		4		3		5		1		2	
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	2	100.00
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	1	50.00
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		2	
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	50.00
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	1	50.00
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 2023 Thru											
Part 8 Finding of Discrimination Rendered by Issue												Thru 09
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	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		4		7		26		3		4	
Appointment/Hire	0	0	0	0	3	43	3	12	1	33	1	25
Assignment of Duties*	0	0	3	75	1	14	8	31	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	2	8	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	33	0	0
Removal	0	0	0	0	0	0	1	4	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	1	25	0	0	3	12	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	<u>'</u>	!		!	ļ.			!				-
Sexual	1	50	2	50	0	0	2	8	0	0	0	0
Non-Sexual	0	0	1	25	1	14	15	58	1	33	2	50
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	1	50	0	0	1	14	2	8	0	0	0	0
Reassignment	<u> </u>			!		Į.						
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	14	7	27	1	33	1	25
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	3	12	1	33	0	0
Termination	0	0	1	25	1	14	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	1	25	0	0	11	42	1	33	0	0
Time and Attendance	0	0	1	25	0	0	3	12	0	0	0	0
 Training	0	0	0	0	0	0	1	4	1	33	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	25
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	1		4		3		5		1		2	
Appointment/Hire	0	0	0	0	0	0	1	20	0	0	0	0
Assignment of Duties*	0	0	3	75	1	33	4	80	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	20	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	1	20	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	1	25	0	0	3	60	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	2	50	0	0	0	0	0	0	0	0
Non-Sexual	0	0	1	25	1	33	4	80	0	0	1	50
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	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment	'	100										
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	33	2	40	0	0	1	50
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	1	20	0	0	0	0
Termination	0	0	1	25	1	33	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	1	25	0	0	4	80	0	0	0	0
Time and Attendance	0	0	1	25	0	0	3	60	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	1	50
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
						<u> </u>					<u> </u>	

Findings Without Hearing	1		0		4		21		2		2	
Appointment/Hire	0	0	0	0	3	75	2	10	1	50	1	50
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	1	50
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							
		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Total complaints from previous Fiscal Years	285	277	270	195	134	158		
Total Complainants	276	266	262	188	125	145		
Number complaints pending								
Investigation	6	8	3	1	0	0		
ROI issued, pending Complainant's action	0	2	1	0	1	20		
Hearing	275	255	220	184	113	76		
Final Agency Action	8	16	46	13	19	76		
Appeal with EEOC Office of Federal Operations	62	45	59	76	63	59		

Part 10 Complaint Investigations	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Pending Complaints Where Investigations Exceed Required Time Frames	18	7	2	8	2	3		