

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
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

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
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	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 09-30
	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						
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						
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

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

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					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
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					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	18	7	2	8	2	3