

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

**Department of the Interior**

For 1st Quarter 2023 for period ending December 31, 2022

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	366	301	274	239	257	<a href="#">57</a>
Number of Complainants	351	297	267	232	249	56
Repeat Filers	14	4	7	7	8	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	118	80	71	83	60	<a href="#">18</a>
Color	38	29	27	20	27	<a href="#">9</a>
Religion	20	9	9	12	32	<a href="#">5</a>
Reprisal	200	161	148	150	125	<a href="#">35</a>
Sex	138	108	104	93	79	<a href="#">16</a>
PDA	1	2	3	2	1	<a href="#">0</a>
National Origin	53	33	12	34	25	<a href="#">7</a>
Equal Pay Act	1	1	1	2	4	<a href="#">0</a>
Age	114	113	100	75	76	<a href="#">25</a>
Disability	119	88	100	75	84	<a href="#">25</a>
Genetics	2	2	1	0	3	<a href="#">1</a>
Non-EEO	19	15	16	8	6	<a href="#">2</a>

Part 3 Complaints By Issue	Comparative Data					
<i>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.</i>	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Appointment/Hire	32	32	35	40	30	<u>4</u>
Assignment of Duties*	40	43	23	27	25	<u>0</u>
Awards	4	7	2	3	2	<u>0</u>
Conversion to Full Time/Perm Status*	0	0	0	0	0	<u>0</u>
<b>Disciplinary Action</b>						
Demotion	0	1	0	1	1	<u>1</u>

Reprimand**	13	8	13	13	8	<u>0</u>
Suspension	13	8	15	15	13	<u>1</u>
Removal	16	10	19	5	3	<u>0</u>
Other Disciplinary Actions**	0	0	0	0	0	<u>5</u>
Other 2**	0	0	0	0	0	0
Duty Hours*	1	5	6	5	5	<u>0</u>
Perf. Eval./ Appraisal	38	31	32	29	28	<u>3</u>
Examination/Test	2	0	0	5	1	<u>0</u>
<b>Harrassment</b>						
Non-Sexual	183	158	120	114	125	<u>27</u>
Sexual	12	7	8	4	2	<u>1</u>
Medical Examination	1	1	2	0	3	<u>1</u>
Pay including overtime	2	6	4	11	10	<u>2</u>
Promotion/Non-Selection	54	25	39	26	36	<u>8</u>
<b>Reassignment</b>						
Denied	1	1	4	1	2	<u>0</u>
Directed	14	14	10	8	2	<u>2</u>
Reasonable Accommodation Disability	41	22	35	24	33	<u>12</u>
Reinstatement*	0	0	0	0	0	<u>0</u>
Religious Accommodation	0	0	0	0	16	<u>0</u>
Retirement*	2	3	3	4	4	<u>0</u>
Sex-Stereotyping	2	0	0	1	0	<u>0</u>
Telework	11	3	4	3	11	<u>1</u>
Termination	30	20	25	22	23	<u>7</u>
Terms/Conditions of Employment*	49	41	40	35	32	<u>0</u>
Time and Attendance	15	14	20	12	7	<u>3</u>
Training	13	12	11	6	9	<u>3</u>
Other Terms/Conditions of Employment*	0	0	0	0	0	<u>18</u>
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	184.72	209.01	184.04	223.28	179.68	174.87
Average number of days in final action	52.68	58.56	111.33	107.51	47.32	40.46
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.71	209.68	178.27	223.65	198.57	198.11
Average number of days in final action	34	44.81	72.94	65.24	34.67	33.90
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	182.29	210.94	179.81	210.17	173.35	181.19
Average number of days in final action	68.75	75.67	158.09	157.51	62.4	99.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	24	33	27	22	27	<u>1</u>
Average days pending prior to dismissal	107.29	209.73	165.41	178.18	101.77	112
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	26	13	20	22	14	<u>4</u>

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					

	2018		2019		2020		2021		2022		2023 Thru 12-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		7		26		3		<u>1</u>	
Without Hearing	0	0	0	0	4	57	21	81	2	67	<u>1</u>	100
With Hearing	1	100	4	100	3	43	5	17	1	33	<u>0</u>	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 12-31	
	2018		2019		2020		2021		2022		#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	7		7		15		59		0		<u>1</u>	
Race	1	14.29	0	0.00	1	6.67	8	13.56	0	0.00	<u>0</u>	0.00
Color	1	14.29	0	0.00	1	6.67	4	6.78	0	0.00	<u>0</u>	0.00
Religion	0	0.00	0	0.00	0	0.00	1	1.69	0	0.00	<u>1</u>	100.00
Reprisal	2	28.57	3	42.86	4	26.67	20	33.90	2	50.00	<u>0</u>	0.00
Sex	1	14.29	2	28.57	2	13.33	12	20.34	0	0.00	<u>0</u>	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
National Origin	1	14.29	0	0.00	1	6.67	2	3.39	0	0.00	<u>0</u>	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Age	1	14.29	2	28.57	2	13.33	4	6.78	0	0.00	<u>0</u>	0.00
Disability	0	0.00	0	0.00	4	26.67	8	13.56	2	50.00	<u>0</u>	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
<b>Findings After Hearing</b>	6		7		7		16		0		<u>0</u>	
Race	1	16.67	0	0.00	0	0.00	4	25.00	0	0.00	<u>0</u>	0.00
Color	1	16.67	0	0.00	0	0.00	1	6.25	0	0.00	<u>0</u>	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00

Reprisal	1	16.67	3	42.86	1	14.29	5	31.25	1	100.00	<u>0</u>	0.00
Sex	1	16.67	2	28.57	1	14.29	2	12.50	0	0.00	<u>0</u>	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
National Origin	1	16.67	0	0.00	0	0.00	1	6.25	0	0.00	<u>0</u>	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Age	1	16.67	2	28.57	2	28.57	0	0.00	0	0.00	<u>0</u>	0.00
Disability	0	0.00	0	0.00	3	42.86	3	18.75	0	0.00	<u>0</u>	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
<b>Finding Without Hearing</b>												
	1		0		8		43		0		<u>1</u>	
Race	0	0.00	0	0.00	1	12.50	4	9.30	0	0.00	<u>0</u>	0.00
Color	0	0.00	0	0.00	1	12.50	3	6.98	0	0.00	<u>0</u>	0.00
Religion	0	0.00	0	0.00	0	0.00	1	2.33	0	0.00	<u>1</u>	100.00
Reprisal	1	100.00	0	0.00	3	37.50	15	34.88	1	33.33	<u>0</u>	0.00
Sex	0	0.00	0	0.00	1	12.50	10	23.26	0	0.00	<u>0</u>	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
National Origin	0	0.00	0	0.00	1	12.50	1	2.33	0	0.00	<u>0</u>	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Age	0	0.00	0	0.00	0	0.00	4	6.78	0	0.00	<u>0</u>	0.00
Disability	0	0.00	0	0.00	1	12.50	5	11.63	2	66.67	<u>0</u>	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00

**Starting in FY2022, issues marked with:**

**\* are reported under Other Terms / Conditions of Employment.**

**\*\* are reported under Other Disciplinary Actions.**

Part 8 Finding of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023	
	2018		2019		2020		2021		2022		Thru 12-31	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		4		7		26		3		<u>1</u>	
Appointment/Hire	0	0	0	0	3	43	3	12	1	33	<u>1</u>	100
Assignment of Duties*	0	0	3	75	1	14	8	31	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand**	0	0	0	0	0	0	2	8	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	1	33	<u>0</u>	0
Removal	0	0	0	0	0	0	1	4	0	0	<u>0</u>	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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	<u>0</u>	0
Perf. Eval. / Appraisal	0	0	1	25	0	0	3	12	1	33	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Sexual	1	50	2	50	0	0	2	8	0	0	<u>0</u>	0
Non-Sexual	0	0	1	25	1	14	15	58	1	33	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	1	50	0	0	1	14	2	8	0	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	1	14	7	27	1	33	<u>0</u>	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	3	12	1	33	<u>0</u>	0

Termination	0	0	1	25	1	14	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment*	0	0	1	25	0	0	11	42	1	0	<u>0</u>	0
Time and Attendance	0	0	1	25	0	0	3	12	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	1	4	1	33	<u>0</u>	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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

<b>Findings After Hearing</b>	1		4		3		5		1		<u>0</u>	
Appointment/Hire	0	0	0	0	0	0	1	20	0	0	<u>0</u>	0
Assignment of Duties*	0	0	3	75	1	33	4	80	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand**	0	0	0	0	0	0	1	20	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	1	20	0	0	<u>0</u>	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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	<u>0</u>	0
Perf. Eval. / Appraisal	0	0	1	25	0	0	3	60	1	100	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Harassment</b>												
Sexual	0	0	2	50	0	0	0	0	0	0	<u>0</u>	0
Non-Sexual	0	0	1	25	1	33	4	80	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Reassignment</b>												





Examination/Test	0	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	0
Non-Sexual	0	0	0	0	0	0	11	52	1	50	0	0	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	0	0	0	1	25	2	10	0	0	0	0	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation Disability	0	0	0	0	0	0	5	24	1	50	0	0	0
Reinstatement*	0	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	0
Retirement*	0	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	0
Telework	0	0	0	0	0	0	2	10	1	50	0	0	0
Termination	0	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	0
Time and Attendance	0	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	0
Other Terms/Conditions of Employment*													
User Defined - Other 1*	0	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	0
User Defined - Other 3*	0	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	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	285	277	270	195	134	<a href="#">290</a>
Total Complainants	276	266	262	188	125	268
<b>Number complaints pending</b>						
Investigation	6	8	3	1	0	<a href="#">53</a>

ROI issued, pending Complainant's action	0	2	1	0	1	<a href="#">32</a>
Hearing	275	255	220	184	113	<a href="#">153</a>
Final Agency Action	8	16	46	13	19	<a href="#">71</a>
Appeal with EEOC Office of Federal Operations	62	45	59	76	63	<a href="#">63</a>

<b>Part 10 Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 12-31</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	18	7	2	8	2	<a href="#">1</a>