

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

National Park Service:NPS (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	97	83	77	80	67	73
Number of Complainants	94	82	73	77	66	72
Repeat Filers	3	1	4	3	1	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	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	31	23	26	33	16	22
Color	11	9	12	10	9	9
Religion	2	3	6	3	6	4
Reprisal	49	38	40	41	31	45
Sex	32	31	34	26	23	19
PDA	0	0	0	1	0	0
National Origin	9	3	2	14	3	6
Equal Pay Act	0	0	0	0	2	2
Age	23	27	28	25	24	28
Disability	37	24	32	19	26	34
Genetics	0	1	0	0	0	3
Non-EEO	5	4	3	2	4	3

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	10	8	11	18	14	2
Assignment of Duties*	5	12	6	8	4	0
Awards	0	1	1	0	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	1
Reprimand**	2	0	4	3	2	0
Suspension	5	3	5	4	5	4
Removal	6	4	5	2	0	3
Other Disciplinary Actions**	0	0	0	0	0	9
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	3	3	1	0
Perf. Eval./ Appraisal	6	9	6	3	6	6
Examination/Test	0	0	0	3	0	0
Harassment						
Non-Sexual	42	34	30	25	26	36
Sexual	3	3	4	1	0	0
Medical Examination	0	1	1	0	0	0
Pay including overtime	0	1	1	4	2	5
Promotion/Non-Selection	17	4	8	4	10	12
Reassignment						
Reassignment: Denied/Directed	1	0	0	0	0	1
Directed	5	4	2	3	1	0
Reasonable Accommodation Disability	11	8	11	5	11	15
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	1
Retirement*	0	1	0	0	2	0
Sex-Stereotyping	0	0	0	1	0	1
Telework	2	0	1	0	2	2
Termination	5	3	6	7	4	6
Terms/Conditions of Employment*	7	5	8	8	6	0
Time and Attendance	3	1	7	3	2	3
Training	1	5	3	2	1	1
Other Terms/Conditions of Employment*	0	0	0	0	0	20
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	0		0		0		1		0		1	
Race	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	1	100.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	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												
	0		0		1		5		0		1	
Race	0	0.00	0	0.00	0	0.00	2	40.00	0	0.00	0	0.00

Findings Without Hearing	0	0	0	1	5	0	1				
Appointment/Hire	0	0	0	0	100	1	20	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0
Awards	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
Disciplinary Action											
Demotion	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0
Removal	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
Other 2**	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	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
Examination/Test	0	0	0	0	0	0	0	0	0	0	0
Harassment											
Sexual	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	4	80	0	0	1	100
Medical Examination	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0
Reassignment											
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	1	20	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0
Training	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	0
User Defined - Other 1*	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
User Defined - Other 3*	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

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	90	75	61	54	44	45
Total Complainants	89	71	60	52	42	42
Number complaints pending						
Investigation	0	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	1	1
Hearing	87	71	50	52	37	22
Final Agency Action	2	6	11	2	5	20
Appeal with EEOC Office of Federal Operations	16	13	20	16	14	10

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	2	1	0	0	0	1