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

			Compar	ative Data		
Part 1 Complaint Activity		Pr	revious Fiscal Year Da	ita		2023 Thru 09-30
	2018	2019	2020	2021	2022	2023 THFU 09-30
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 Camplaints by Paris			Compara	tive Data		
Part 2 Complaints by Basis		Pr	evious Fiscal Year Da	ıta		2022 71
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	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			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. 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.			2023 Thru 09-30			
Seminary Services and the second for massive appreciated for the tarrent 17 starting in 172023.	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				l		
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				l		
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 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

			Compar	ative Data		
Part 4 Processing Time		P	revious Fiscal Year Da	ta		2022 71 00.20
	2018	2019	2020	2021	2022	2023 Thru 09-30
Complaints pending during fiscal year						
Average number of days in investigation	146.95	169.08	155.99	166.32	170	186.58
Average number of days in final action	44.86	66.75	97.56	120.07	37	123.67
Complaints pending during fiscal year where hea	ring was requested					
Average number of days in investigation	154.61	167.64	154.19	169.33	189	183.11
Average number of days in final action	31.26	61.94	81.13	63.6	28	56.06
Complaints pending during fiscal year where hea	ring was not requested					
Average number of days in investigation	138.25	172.13 159.72		156.5	179	194.63
Average number of days in final action	48.43	73.25	143.27	186.67	53	332.33

			Compara	tive Data									
Part 5 Complaints Dismissed by Agency		Previous Fiscal Year Data											
	2018	2019	2020	2021	2022	2023 Thru 09-30							
Part 5 Complaints Dismissed by Agency	3	8	6	7	8	2							
Average days pending prior to dismissal	94.33	123.75	120.67	149.14	190.11	177.00							
	Complaints Withd	rawn by Complair	nants	•									
Total Complaints Withdrawn by Complainants	6	2	9	9	6	5							

	Comparative Data												
Part 6 Total Final Agency Actions Finding Discrimination		202	3 Thru										
	20	018	20	19	20	020	20)21	20)22	09-30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		1		6		0		2		
Without Hearing	0	0	0	0	1	100	5	83	0	0	1	50	
With Hearing	0	0	0	0	0	0	1	17	0	0	1	50	

Part 7 Finding of Discrimination Rendered by	Comparative Data											
Basis				Pr	evious Fis	cal Year Da	ıta				2023	Thru
Note: Complaints can be filed alleging multiple bases.	20	018	20	19	20	120	20	21	20	122	09	-30
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		6		0		2	
Race	0	0.00	0	0.00	0	0.00	3	50.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	2	33.33	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	1	100.00	2	33.33	0	0.00	1	50.00
Sex	0	0.00	0	0.00	0	0.00	3	50.00	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	2	33.33	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	1	16.67	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	16.67	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

Findings After Hearing	О		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

Color	0	0.00	0	0.00	0	0.00	2	40.00	0	0.00	О	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	1	100.00	1	20.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	3	60.00	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	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	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	1	100.00
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												
				Previ	ous Fis	cal Year	Data				2023 T	hru 09-30	
Part 8 Finding of Discrimination Rendered by Issue	20	18	20	19	20	20	20	21	20)22			
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		1		6		0		2		
Appointment/Hire	0	0	0	0	1	100	2	33	0	0	0	0	
Assignment of Duties*	0	0	0	0	0	0	1	17	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	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	
Non-Sexual	0	0	0	0	0	0	5	83	0	0	2	100	
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	0	0	0	0	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	1	17	0	0	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	0	0	0	0	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	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	0	0	1	17	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	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	

Findings After Hearing	0		0		0		1		0		1	
Appointment/Hire	0	0	0	0	0	0	1	100	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	1	100	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	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	1	100	0	0	1	100
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	0	0	0	0	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	0	0	0	0	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	0	0	0	0	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	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	100	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	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

Findings Without Hearing	0		0		1		5		0		1	
Appointment/Hire	0	0	0	0	1	100	1	20	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	4	80	0	0	1	100
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	0	0	0	0	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	1	20	0	0	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	0	0	0	0	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	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	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	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	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						
	2018	2019	2020	2021	2022	09-30		
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	0	0	1		