

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

Office of Surface Mining: OSM (and below)

For 3rd Quarter 2022 for period ending June 30, 2022

| Part 1 Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2022 Thru 06-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Number of Complaints Filed | 3 | 5 | 4 | 4 | 1 | 2 |
| Number of Complainants | 3 | 5 | 4 | 4 | 1 | 2 |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 |

| Part 2 Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2022 Thru 06-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 2 | 0 | 0 | 1 | 0 | 1 |
| Color | 0 | 0 | 0 | 0 | 0 | 1 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 2 | 3 | 1 | 1 | 0 |
| Sex | 3 | 1 | 2 | 2 | 0 | 0 |
| PDA | 0 | 1 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 0 | 1 | 0 | 0 | 1 |
| Disability | 0 | 4 | 3 | 1 | 0 | 1 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 1 | 1 | 0 | 0 |

| Part 3 Complaints By Issue | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|--------------------|
| | Previous Fiscal Year Data | | | | | 2022 Thru 06-30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 1 | 1 | 1 | 0 | 0 | 1 |
| Awards | 0 | 1 | 0 | 0 | 0 | 0 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Other 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 0 | 0 | 1 | 2 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harrassment | | | | | | |
| Non-Sexual | 3 | 3 | 4 | 1 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 1 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 1 | 1 | 0 | 1 | 1 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 1 | 0 | 0 |
| Termination | 0 | 1 | 0 | 1 | 0 | 0 |
| Terms/Conditions of Employment | 1 | 1 | 0 | 0 | 1 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | | | | | | |
| 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 | | | | | 2022 Thru 06-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 185.32 | 184.72 | 209.01 | 184.04 | 223.28 | 0.00 |
| Average number of days in final action | 50.67 | 52.68 | 58.56 | 111.33 | 107.51 | 28.00 |
| Complaints pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 190.63 | 190.71 | 209.68 | 178.27 | 223.65 | 187.76 |
| Average number of days in final action | 43.56 | 34 | 44.81 | 72.94 | 65.24 | 28.00 |
| Complaints pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 177.56 | 182.29 | 210.94 | 179.81 | 210.17 | 0.00 |
| Average number of days in final action | 56.74 | 68.75 | 75.67 | 158.09 | 157.51 | 0.00 |

| Part 5 Complaints Dismissed by Agency | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2022 Thru 06-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Part 5 Complaints Dismissed by Agency | 1 | 0 | 2 | 1 | 0 | 0 |
| Average days pending prior to dismissal | 241 | 0 | 67 | 189 | 0 | 0 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 0 | 3 | 0 | 1 | 0 | 0 |

| Part 6 Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
|--|---------------------------|-----|------|---|------|---|------|---|------|---|-----------------|-----|
| | Previous Fiscal Year Data | | | | | | | | | | 2022 Thru 06-30 | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 3 | | 0 | | 0 | | 0 | | 0 | | 1 | |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| With Hearing | 3 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |

| Part 7 Finding of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
|--|---------------------------|-------|------|------|------|------|------|------|------|------|-----------------|--------|
| | Previous Fiscal Year Data | | | | | | | | | | 2022 Thru 06-30 | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | | |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 9 | | 0 | | 0 | | 0 | | 0 | | 1 | |
| Race | 1 | 11.11 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 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 | 2 | 22.22 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Sex | 2 | 22.22 | 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 | 0 | 0.00 | 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 | 11.11 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

| | | | | | | | | | | | | |
|--------------------------------|---|-------|---|------|---|------|---|------|---|------|---|--------|
| Disability | 3 | 33.33 | 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 |
| Findings After Hearing | | | | | | | | | | | | |
| Findings After Hearing | 9 | | 0 | | 0 | | 0 | | 0 | | 1 | |
| Race | 1 | 11.11 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 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 | 2 | 22.22 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Sex | 2 | 22.22 | 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 | 0 | 0.00 | 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 | 11.11 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability | 3 | 33.33 | 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 | | | | | | | | | | | | |
| Finding Without Hearing | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Race | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 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 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| 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 | 0 | 0.00 | 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 |

| | | | | | | | | | | | | |
|-------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| Findings Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 1 | 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 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 | | | | | | | | | | | | |
| Denied | 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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Define | | | | | | | | | | | | |
| 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 | | | | | 2022 Thru 06-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Total complaints from previous Fiscal Years | 5 | 0 | 1 | 1 | 2 | 1 |
| Total Complainants | 4 | 0 | 1 | 1 | 2 | 1 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 0 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 5 | 0 | 1 | 1 | 2 | 1 |
| Final Agency Action | 0 | 0 | 0 | 0 | 0 | 0 |
| Appeal with EEOC Office of Federal Operations | 3 | 4 | 1 | 0 | 0 | 1 |

| Part 10 Complaint Investigations | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|--------------------|
| | Previous Fiscal Year Data | | | | | 2022 Thru 06-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 0 | 0 | 0 |