

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

U.S. Geological Survey: USGS (includes sub-level offices)

For 3rd Quarter 2023 for period ending June 30, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	20	23	13	14	20	15
Number of Complainants	20	23	13	13	19	15
Repeat Filers	0	0	0	1	1	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	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	7	6	5	3	1	5
Color	1	4	1	1	0	2
Religion	2	0	0	1	3	1
Reprisal	17	16	10	10	13	7
Sex	7	8	5	5	9	6
PDA	0	0	1	0	1	1
National Origin	5	6	3	2	4	1
Equal Pay Act	0	0	0	0	0	0
Age	8	11	5	5	10	5
Disability	7	10	4	2	4	7
Genetics	0	0	0	0	0	0
Non-EEO	1	2	1	2	0	0

Part 3 Complaints By Issue	Comparative Data					
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>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.</i></p>	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Appointment/Hire	2	3	1	2	5	1
Assignment of Duties*	11	12	3	5	1	0
Awards	0	2	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**	1	0	1	1	2	0
Suspension	1	0	1	0	1	0
Removal	1	0	0	0	1	0
Other Disciplinary Actions**	0	0	0	0	2	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	4	7	2	6	7	0
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	18	14	6	8	9	4
Sexual	0	0	0	1	0	1
Medical Examination	1	0	0	0	0	0
Pay including overtime	0	0	1	0	0	0
Promotion/Non-Selection	1	3	3	3	3	2
Reassignment						
Reassignment: Denied/Directed	0	0	1	1	1	0
Directed	1	2	0	0	0	0
Reasonable Accommodation Disability	3	2	3	1	1	5
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	2	1	0	0	1	1
Termination	1	3	1	1	0	2
Terms/Conditions of Employment*	6	9	2	3	3	0
Time and Attendance	2	6	0	3	0	2
Training	3	3	5	1	1	1
Other Terms/Conditions of Employment*	0	0	0	0	4	7
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		2		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	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	2	100.00	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
Finding Without Hearing												
	0		0		0		4		0		0	
Race	0	0.00	0	0.00	0	0.00	2	50.00	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	4	100.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	3	75.00	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	1	25.00	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		4		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	4	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	1	25	0	0	0	0
Non-Sexual	0	0	0	0	0	0	3	75	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												
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	3	75	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					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	6	8	15	11	6	13
Total Complainants	5	8	15	10	5	11
Number complaints pending						
Investigation	0	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	6	7	10	9	5	5
Final Agency Action	0	0	5	2	1	9
Appeal with EEOC Office of Federal Operations	4	0	3	0	4	6

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	0	0	0