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

U.S. Geological Survey:USGS

For 4th Quarter 2023 for period ending September 30, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	ata		2022 Th 00 20
	2018	2019	2020	2021	2022	2023 Thru 09-30
Number of Complaints Filed	20	23	13	14	20	0
Number of Complainants	20	23	13	13	19	0
Repeat Filers	0	0	0	1	1	0

Dort O Commisinto hu Donio			Compara	ative Data		
Part 2 Complaints by Basis		Pre	vious Fiscal Year D	Data		2022 Thru
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	7	6	5	3	1	0
Color	1	4	1	1	0	0
Religion	2	0	0	1	3	0
Reprisal	17	16	10	10	13	0
Sex	7	8	5	5	9	0
PDA	0	0	1	0	1	0
National Origin	5	6	3	2	4	0
Equal Pay Act	0	0	0	0	0	0
Age	8	11	5	5	10	0
Disability	7	10	4	2	4	0
Genetics	0	0	0	0	0	0
Non-EEO	1	2	1	2	0	0

Part 3 Complaints By Issue	Comparative 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.			2023 Thru 09-30								
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.	2018	2019	2020	2021	2022						
Appointment/Hire	2	3	1	2	5	0					
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			1		1						
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	0					
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			T	1	T	1					
Non-Sexual	18	14	6	8	9	0					
Sexual	0	0	0	1	0	0					
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	0					
Reassignment		1	1	1	1	T					
Reassignment: Denied/Directed	0	0	1	1	1	0					
Directed	1	2	0	0	0	0					
Reasonable Accommodation Disability	3	2	3	1	1	0					
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	0	0					
Termination Terms/Conditions of Employment*	6	3	2	3	3	0					
Terms/Conditions of Employment* Time and Attendance	2	9	0	3	0	0					
Training	3	3	5	1	1	0					
Other Terms/Conditions of Employment*	0	0	0	0	4	0					
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					

	Comparative Data									
Part 4 Processing Time		Pr	evious Fiscal Year D	Pata		2022 Thru 00 20				
	2018	2019	2020	2021	2022	2023 Thru 09-30				
Complaints pending during fiscal year										
Average number of days in investigation	154.82	170.53	198.1	180.75	151	240.00				
Average number of days in final action	29.92	44.82	141.14	199.11	110	38.00				
Complaints pending during fiscal year where h	nearing was requested		'							
Average number of days in investigation	151.4	166.63	180.45	194	162	134.00				
Average number of days in final action	24.38	38	81.5	179.33	212	38.00				
Complaints pending during fiscal year where h	nearing was not reques	ted				•				
Average number of days in investigation	157.67	179.1	219.67	172.8	159	346.00				
Average number of days in final action	41	47.38	165	241.2	51	0.00				

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Previ	ious Fiscal Year	Data		0000 TI 00 00
	2018	2019	2020	2021	2022	2023 Thru 09-30
Part 5 Complaints Dismissed by Agency	1	2	3	3	0	1
Average days pending prior to dismissal	76	408	300.33	501.33	0	568.00
	Complaints Withd	rawn by Complai	nants			
Total Complaints Withdrawn by Complainants	0	1	0	1	0	0

	Comparative Data												
Part 6 Total Final Agency Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				2023 Thru		
Part 6 Total Final Agency Actions Finding Discrimination	20	2018		2019)20	20)21	20)22	08	9-30	
		%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		0		4		0		0		
Without Hearing	0	0	0	0	0	0	4	100	0	0	0	0	
With Hearing	0	0	2	100	0	0	0	0	0	0	0	0	

Part 7 Finding of Discrimination Rendered by	Comparative Data												
Basis				Pre	vious Fis	cal Year D	ata				2023	3 Thru	
Note: Complaints can be filed alleging multiple	20)18	20	2019		2020)21	20	22	09	-30	
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		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	2	100.00	0	0.00	4	100.00	0	0.00	0	0.00	
Sex	0	0.00	2	100.00	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 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	О	0.00	О	0.00	О	0.00	О	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	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

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 Previous Fiscal Year Data												
Part 8 Finding of Discrimination Rendered by Issue				Previo	us Fisc	cal Yea	ar Data	a	Π			Thru 09	
r are or maining or Broommiation reordered by reede	20	18	20	19	20	20	20)21	20)22	<u> </u>	30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		0		4		0		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties*	0	0	2	100	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	1	50	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	2	100	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		!									<u> </u>	-	
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	1	50	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment*	0	0	1	50	0	0	3	75	0	0	0	0	
Time and Attendance	0	0	1	50	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	

Findings After Hearing	0		2		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	2	100	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		<u>I</u>		1			1	l	I	l	I	
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	1	50	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment								l				
Sexual	0	0	2	100	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		!	!		<u>!</u>	!		!	!	<u>!</u>	!	ı
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	1	50	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	1	50	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	50	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

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							
		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Total complaints from previous Fiscal Years	6	8	15	11	6	7		
Total Complainants	5	8	15	10	5	5		
Number complaints pending								
Investigation	0	1	0	0	0	0		
ROI issued, pending Complainant's action	0	0	0	0	0	1		
Hearing	6	7	10	9	5	2		
Final Agency Action	0	0	5	2	1	5		
Appeal with EEOC Office of Federal Operations	4	0	3	0	4	4		

Part 10 Complaint Investigations	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	0	0	0		