

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

U.S. Geological Survey:USGS

For 4th Quarter 2022 for period ending September 30, 2022

| Part 1 Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|--------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 09-30 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Number of Complaints Filed | 20 | 23 | 13 | 14 | 20 | 3 |
| Number of Complainants | 20 | 23 | 13 | 13 | 19 | 3 |
| Repeat Filers | 0 | 0 | 0 | 1 | 1 | 0 |

| Part 2 Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|--------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 09-30 |
| | 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 | 2 |
| 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 | 1 |
| 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 | 1 |
| Disability | 7 | 10 | 4 | 2 | 4 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 1 | 2 | 1 | 2 | 0 | 1 |

| Part 3 Complaints By Issue | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|-----------------------|
| <i>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.</i> | Previous Fiscal Year Data | | | | | 2023 Thru 09-30 |
| | 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 | | | | | | |
| 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 | 0 | 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 |
| Harrassment | | | | | | |
| Non-Sexual | 18 | 14 | 6 | 8 | 9 | 1 |
| 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 | | | | | | |
| Denied | 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 | 1 | 0 |
| Termination | 1 | 3 | 1 | 1 | 0 | 1 |
| Terms/Conditions of Employment* | 6 | 9 | 2 | 3 | 3 | 0 |
| Time and Attendance | 2 | 6 | 0 | 3 | 0 | 0 |
| Training | 3 | 3 | 5 | 1 | 1 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 1 |
| 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 | | | | | 2023 Thru 09-30 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 184.72 | 209.01 | 184.04 | 223.28 | 151 | 128.20 |
| Average number of days in final action | 52.68 | 58.56 | 111.33 | 107.51 | 109.82 | 0 |
| Complaints pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 190.71 | 209.68 | 178.27 | 223.65 | 161.51 | 158.74 |
| Average number of days in final action | 34 | 44.81 | 72.94 | 65.24 | 212.00 | 0 |
| Complaints pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 182.29 | 210.94 | 179.81 | 210.17 | 158.73 | 0 |
| Average number of days in final action | 68.75 | 75.67 | 158.09 | 157.51 | 51.43 | 0 |

| Part 5 Complaints Dismissed by Agency | Comparative Data | | | | | |
|---|---------------------------|------|--------|--------|------|--------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 09-30 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Part 5 Complaints Dismissed by Agency | 1 | 2 | 3 | 3 | 0 | 0 |
| Average days pending prior to dismissal | 76 | 408 | 300.33 | 501.33 | 0 | 0 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 0 | 1 | 0 | 1 | 0 | 1 |

| Part 6 Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | |
|---|---------------------------|--|--|--|--|--|
| | Previous Fiscal Year Data | | | | | |
| | | | | | | |

| | 2018 | | 2019 | | 2020 | | 2021 | | 2022 | | 2023 Thru 09-30 | |
|-----------------------|------|---|------|-----|------|---|------|-----|------|---|-----------------|---|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| 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 Basis | Comparative Data | | | | | | | | | | | |
|--|---------------------------|------|------|-------|------|------|------|-------|------|------|---|-----------------|
| | Previous Fiscal Year Data | | | | | | | | | | | 2023 Thru 09-30 |
| | 2018 | | 2019 | | 2020 | | 2021 | | 2022 | | # | |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 4 | | 0 | | 10 | | 0 | | 0 | |
| Race | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 20.00 | 0 | 0.00 | 0 | 0 |
| Color | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Religion | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Reprisal | 0 | 0.00 | 2 | 50.00 | 0 | 0.00 | 4 | 40.00 | 0 | 0.00 | 0 | 0 |
| Sex | 0 | 0.00 | 2 | 50.00 | 0 | 0.00 | 3 | 30.00 | 0 | 0.00 | 0 | 0 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| National Origin | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Age | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 10.00 | 0 | 0.00 | 0 | 0 |
| Disability | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Findings After Hearing | | | | | | | | | | | | |
| | 0 | | 4 | | 0 | | 0 | | 0 | | 0 | |
| Race | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Color | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Religion | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Reprisal | 0 | 0.00 | 2 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |

| | | | | | | | | | | | | |
|--------------------------------|---|------|---|-------|---|------|----|-------|---|------|---|---|
| Sex | 0 | 0.00 | 2 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| National Origin | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Age | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Disability | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| | | | | | | | | | | | | |
| Finding Without Hearing | 0 | | 0 | | 0 | | 10 | | 0 | | 0 | |
| Race | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 20.00 | 0 | 0.00 | 0 | 0 |
| Color | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Religion | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Reprisal | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 4 | 40.00 | 0 | 0.00 | 0 | 0 |
| Sex | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 3 | 30.00 | 0 | 0.00 | 0 | 0 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| National Origin | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Age | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 10.00 | 0 | 0.00 | 0 | 0 |
| Disability | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0 |

Starting in FY2022, issues marked with:
* are reported under Other Terms / Conditions of Employment.
** are reported under Other Disciplinary Actions.

| | |
|---|-------------------------|
| Part 8 Finding of Discrimination Rendered by Issue | Comparative Data |
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|---------------------------------------|---|---|---|---|---|---|---|----|---|---|---|---|
| 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 | | | | | | | | | | | | |
| 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 | 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 09-30 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Total complaints from previous Fiscal Years | 6 | 8 | 15 | 11 | 6 | 21 |
| Total Complainants | 5 | 8 | 15 | 10 | 5 | 17 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 0 | 1 | 0 | 0 | 2 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|---|----|---|---|----|---|----|
| Hearing | 11 | 6 | 7 | 10 | 5 | 12 |
| Final Agency Action | 0 | 0 | 0 | 5 | 1 | 8 |
| Appeal with EEOC Office of Federal Operations | 6 | 4 | 0 | 3 | 4 | 4 |

| Part 10 Complaint Investigations | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2022 Thru 09-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 1 | 0 | 0 |