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

USAID (and below)

For 4th Quarter 2020 for period ending September 30, 2020

		Comparative Data												
Complaint Activity	Pr	evious	Fiscal	Year	Data	20	2020Thru09-30							
	2015	2016	2017	201	8 201)201 Nru09-30							
Number of Complaints Filed	32	20	19	30	25	5	29							
Number of Complainants	32	20	18	30	25	5	26							
Repeat Filers	0	0	1	0	0		3							
Constituted Burns		Comparative Data												
Complaints by Basis		Prev	vious I	iscal '	Year I)ata								
Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints filed.	ı of	2015	2016	2017	2018	2019	2020Thru09- 30							
Race		13	4	6	14	13	15							
Color		5	0	1	5	7	7							
Religion		4	0	0	3	2	2							
Reprisal		18	2	6	13	11	16							
Sex		15	5	8	18	16	12							
PDA		0	0	1	1	1	1							
National Origin		4	5	0	8	5	6							
Equal Pay Act		0	0	0	0	0	0							

Age	9	1	1	10	10	8							
Disability	10	6	2	8	3	6							
Genetics	0	0	0	0	0	0							
Non-EEO	4	1	0	1	2	3							
Complaints by Issue	Comparative Data												
Complaints by Issue	Pre												
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30							
Appointment/Hire	2	2	1	0	0	0							
Assignment of Duties	1	0	2	1	8	4							
Awards	0	0	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	0	0	0							
Suspension	1	1	0	0	0	1							
Removal	1	4	0	0	1	0							
Other	0	1	0	0	1	0							
Duty Hours	0	0	0	0	0	0							
Perf. Eval./ Appraisal	5	1	2	5	1	0							
Examination/Test	0	0	0	0	0	0							
Harassment													
Non-Sexual	9	4	0	1	3	5							
Sexual	0	0	1	1	0	0							
Medical Examination	1	0	0	0	0	0							
Pay including overtime	2	0	4	2	1	1							
Promotion/Non-Selection	7	4	0	3	1	5							
Reassignment													
Denied	0	0	0	0	0	0							

Directed		0	0	1	0	1	1					
Reasonable Accommodation Disability		4	0	2	3	0	2					
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	0	0	0					
Termination		2	0	1	2	0	4					
Terms/Conditions of Employr	nent	2	4	0	4	3	7					
Time and Attendance		1	0	1	1	0	2					
Training		0	0	0	0	0	0					
Other												
User Defined - Other 1		0	0	1	3	3	0					
User Defined - Other 2		0	0	0	1	0	0					
User Defined - Other 3		0	0	0	0	0	0					
User Defined - Other 4		0	0	0	0	0	0					
			Comparative Data									
Processing Time	P	revious	Fiscal '	Year	Dat	a	2020Thru09-					
	2015	2016	016 2017 2018 2019									
Complaints pending during fis	scal year		-	-		-						
Average number of days in investigation	331.09	328.30	0	319	.93	310.80	219.69					
Average number of days in final action	146.89	104.45	163.60	313	.00	129.78	111.50					
Complaint pending during fisc	cal year	where he	aring w	as rec	ques	ted						
Average number of days in investigation	377.38	360.25	0	286	5.43	332.33	246.57					
Average number of days in final action	61.00	38.50	0	0)	81.67	48.42					
Complaint pending during fisc	cal year	where he	earing w	as no	t rec	quested						

					1									
Average number of days in investigation	270.9	$0 \bigg $	307.	00	0		353	3.4	3 2	260	.56	149.12		
Average number of days in final action	189.8	3	183.	60	163.	.60	313	3.0	0 2	226	.00	201.64		
						C	Com	pa	rati	ve	Dat	a		
Complaints Dismissed by A	Agency	.	Pr	evi	ous I	Fisc	al Y	Zea	r D	ata	ì	20201	Thru09-	
		Ì	2015	5 2	2016	20	17	20	18	20	19	•	30	
Total Complaints Dismissed b Agency	ру		11		1	1	L	2	2	5	5		4	
Average days pending prior to dismissal)		86		50	3	2	22	24	10)7		98	
Compla	aints V	Withdrawn by Complainants												
Total Complaints Withdrawn Complainants	by		3		6	1	L	2	2	1			2	
		Comparative Data												
Total Final Agency Action														
Finding Discrimination	_	20	015 20		016 20		17	20	18	20	19		30	
	7	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		1		1		0		0		0		0		
Without Hearing		1 :	100	1	100	0	0	0	0	0	0	0	0	
With Hearing	()	0	0	0	0	0	0	0	0	0	0	0	
Findings of Discriminati	on	Ť				C	omp	oar	ativ	ve I	Data	<u> </u>		
Rendered by Basis			Pr	evi	ous I	isc	al Y	Zea	r D	ata	ì	2020	Thru09-	
Note: Complaints can be filed	\overline{d}	2	015	2	016	20)17	20	18	20	019	-	30	
alleging multiple bases. The s the bases may not equal total complaints and findings.		#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		0		1		0		0		0		0		
Race		0	0	0	0	0	0	0	0	0	0	0	0	
Color		0	0	0	0	0	0	0	0	0	0	0	0	
Coloi						-								
Religion		0	0	0	0	0	0	0	0	0	0	0	0	

Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
											-	
indings Without Hearing	0		1		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0

National Origin	0	0	0	0	\log	0	0	0	0	0	0	0	
Equal Pay Act	0	+	$\frac{1}{0}$	1	$\frac{0}{0}$	0	0	1	0	1	0	0	
Age	0	-	0		0	0	0	+	0		0	0	
Disability	0	1	1	1	\perp	0	0	1	0	+	0	0	
Genetics	0	+	$\frac{1}{0}$	1	$\frac{0}{0}$	0	0	+	0	1	0	0	
Non-EEO	0	+	$\frac{0}{0}$	+	$\frac{0}{0}$	0	0	1	0	1	0	0	
Tion ELO					<u> </u>								
		Comparative Data Previous Fiscal Year Data 2020Thru6											
Findings of Discrimination Rendered by Issue	20)15	1	016		ai i 17		1 12		19		Γhru09- 30	
1	#		#		#	%	#		# #	%	#		
T-4-1 N F2		%		%		% 0		%		70	.,	%	
Total Number Findings	0		1		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	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				'									
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
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	1	100	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
Findings After Hearing	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	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										-		
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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

Findings Without Hearing	0		1		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	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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	1	100	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	er - 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	
		Comparative 1							Dat	ta			
Pending Complaints Filed in Previous Fiscal Years by Status		Previous Fiscal Year Data 202										Thru09-	
Trevious risear rears by Status		202	15	2016	2	2017	2	018	20	019	30		
Total complaints from previous Fisc Years	al	25	5	27		32		31	4	42		21	
Total Complainants		24	4	25		30	1	29	4	40		19	
Number complaints pending											-		
Investigation		3		2		13		9	6			0	
ROI issued, pending Complainant's action		0)	1		0		1		1		1	
Hearing		22	2	24		25		20		32		20	
Final Agency Action		3		1		6		6		4		0	
Appeal with EEOC Office of Federal Operations		0)	0		0		0		0		8	
						Con	npa	arati	ive	Dat	ta		
Complaint Investigations		P	re	vious	Fi	iscal	Ye	ar I)ai	ta	2020	Thru09-	
		20	15	2016		2017	2	018	2	019		30	
Pending Complaints Where Investigations Exceed Required Tim Frames	ne	5	i	5		17		6		7		0	