

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

National Park Service:NPS (Includes Sub-Level Offices)

For 4th Quarter 2024 for period ending September 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	83	77	80	67	74	84
Number of Complainants	82	73	77	66	73	83
Repeat Filers	1	4	3	1	1	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	23	26	33	16	22	26
Color	9	12	10	9	9	7
Religion	3	6	3	6	4	3
Reprisal	38	40	41	31	45	47
Sex	31	34	26	23	19	36
PDA	0	0	1	0	0	1
National Origin	3	2	14	3	6	5
Equal Pay Act	0	0	0	2	2	0
Age	27	28	25	24	28	26
Disability	24	32	19	26	34	30
Genetics	1	0	0	0	3	0
Non-EEO	4	3	2	4	3	3

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Appointment/Hire	8	11	18	14	2	7
Assignment of Duties*	12	6	8	4	0	0
Awards	1	1	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	1	0
Reprimand**	0	4	3	2	0	0
Suspension	3	5	4	5	4	2
Removal	4	5	2	0	3	0
Other Disciplinary Actions**	0	0	0	0	9	9
Other 2**	0	0	0	0	0	0
Duty Hours*	1	3	3	1	0	0
Perf. Eval./ Appraisal	9	6	3	6	6	8
Examination/Test	0	0	3	0	0	0
Harassment						
Non-Sexual	34	30	25	26	35	50
Sexual	3	4	1	0	0	3
Medical Examination	1	1	0	0	0	0
Pay including overtime	1	1	4	2	5	4
Promotion/Non-Selection	4	8	4	10	12	16
Reassignment						
Reassignment: Denied/Directed	0	0	0	0	1	1
Directed	4	2	3	1	0	0
Reasonable Accommodation Disability	8	11	5	11	15	7
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	1	0
Retirement*	1	0	0	2	0	0
Sex-Stereotyping	0	0	1	0	1	2
Telework	0	1	0	2	2	1
Termination	3	6	7	4	6	4
Terms/Conditions of Employment*	5	8	8	6	0	0
Time and Attendance	1	7	3	2	3	3
Training	5	3	2	1	1	3
Other Terms/Conditions of Employment*	0	0	0	0	20	21
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 Without Hearing	0		1		5		0		0		1	
Appointment/Hire	0	0	1	100	1	20	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 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	0	0	0	0	0	0
Non-Sexual	0	0	0	0	4	80	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												
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	1	20	0	0	0	0	1	100
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 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					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	75	61	54	44	45	51
Total Complainants	71	60	52	42	42	49
Number complaints pending						
Investigation	1	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	1	0	2
Hearing	71	50	52	37	22	24
Final Agency Action	6	11	2	5	19	26
Appeal with EEOC Office of Federal Operations	13	20	16	14	10	13

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	1	4