

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

U.S. Fish and Wildlife Service: FWS (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	29	16	22	24	25	15
Number of Complainants	29	16	22	24	25	15
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	9	3	2	8	8	5
Color	1	0	0	0	2	4
Religion	1	0	0	0	1	1
Reprisal	12	10	15	9	18	8
Sex	11	5	5	10	14	5

PDA	0	0	0	0	0	0
National Origin	1	1	0	0	3	2
Equal Pay Act	1	0	0	1	0	0
Age	9	3	8	8	3	4
Disability	15	5	10	11	10	4
Genetics	0	0	0	0	0	0
Non-EEO	2	0	1	0	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	3	0	1	4	1	1
Assignment of Duties	5	1	0	1	4	1
Awards	1	0	0	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	0	1	2	2	0
Suspension	3	0	0	1	7	2
Removal	3	1	2	1	0	0
Other	0	0	0	1	0	0
Duty Hours	0	0	0	0	0	1
Perf. Eval./ Appraisal	7	1	1	1	2	0
Examination/Test	0	0	0	0	0	0
Harassment						

Non-Sexual	12	12	13	14	14	8
Sexual	1	0	1	0	0	0
Medical Examination	0	0	0	1	0	0
Pay including overtime	2	0	0	0	0	0
Promotion/Non-Selection	3	0	1	2	2	5
Reassignment						
Denied	0	0	0	0	0	0
Directed	2	1	1	1	0	0
Reasonable Accommodation Disability	7	1	2	1	5	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	2	2	2	1	1	2
Terms/Conditions of Employment	8	0	1	3	4	1
Time and Attendance	1	1	0	0	0	0
Training	0	0	0	1	0	1
Other						
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	175.44	159.00	205.19	173.91	146.31	204.44
Average number of days in final action	55.78	29.88	37.85	109.75	64.82	48.27
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	218.22	140.60	209.22	204.10	153.44	193.80
Average number of days in final action	110.50	3.00	23.43	65.33	19.00	10.29
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	145.35	220.25	207.33	139.18	131.60	217.75
Average number of days in final action	49.13	40.33	49.40	136.40	92.80	94.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	2	0	1	4	3	1
Average days pending prior to dismissal	107.5	0	166	188.25	71	223
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	1	2	0	1	0

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	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

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru03- 31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	22	18	16	14	10	13
Total Complainants	22	18	16	14	10	13
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	21	18	16	12	10	12
Final Agency Action	1	0	0	2	0	0
Appeal with EEOC Office of Federal Operations	6	3	2	2	3	6
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0