

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

Department of the Interior (and below)

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	791	900	703	539	488	257
Number of Complainants	775	861	693	528	474	249
Repeat Filers	12	37	10	11	14	8

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	236	285	180	149	171	60
Color	92	88	63	56	41	27
Religion	29	47	21	20	24	32
Reprisal	403	493	359	313	304	125
Sex	332	325	241	218	191	79
PDA	7	2	4	6	5	1
National Origin	95	124	74	25	71	25
Equal Pay Act	5	3	3	3	4	4
Age	280	276	266	210	152	77
Disability	265	297	205	211	154	84
Genetics	2	6	4	2	0	3
Non-EEO	31	49	35	34	16	6

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	
Appointment/Hire	79	79	82	74	80	30
Assignment of Duties	87	103	100	49	54	25
Awards	23	9	15	4	6	2
Conversion to Full Time/Perm Status	4	0	0	0	0	0
Disciplinary Action						
Demotion	3	0	3	0	2	1
Reprimand	42	30	18	27	27	8
Suspension	47	36	20	31	32	14
Removal	20	41	24	43	10	3
Other 1	0	0	0	0	0	0
Other 2	0	0	0	0	0	0
Duty Hours	17	2	10	13	10	5
Perf. Eval./ Appraisal	99	86	70	66	60	28
Examination/Test	4	6	0	0	10	1
Harrassment						
Non-Sexual	377	442	364	258	234	125
Sexual	28	27	16	17	8	2
Medical Examination	7	3	2	4	0	3
Pay including overtime	27	4	14	8	22	10
Promotion/Non-Selection	96	129	49	85	53	35
Reassignment						
Denied	0	3	2	9	2	2
Directed	27	28	29	20	16	2
Reasonable Accommodation Disability	70	102	49	77	49	33
Reinstatement	0	0	0	0	0	0
Religious Accommodation	2	0	0	0	0	16
Retirement	7	5	6	6	8	4
Sex-Stereotyping	0	5	0	0	2	0
Telework	8	26	6	8	6	11
Termination	62	73	47	52	45	23
Terms/Conditions of Employment	140	111	87	83	71	32
Time and Attendance	42	36	31	43	25	7
Training	25	30	26	22	12	9
Other						
User Defined - Other 1	2	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					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	185.32	184.72	209.01	184.04	223.28	179.68
Average number of days in final action	50.67	52.68	58.56	111.33	107.51	46.31
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.63	190.71	209.68	178.27	223.65	198.57
Average number of days in final action	43.56	34	44.81	72.94	65.24	34.61
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	177.56	182.29	210.94	179.81	210.17	173.35
Average number of days in final action	56.74	68.75	75.67	158.09	157.51	62.40

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Part 5 Complaints Dismissed by Agency	99	58	78	58	44	27
Average days pending prior to dismissal	3290.98	1553.81	4535.57	2433.66	1663.32	101.77
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	39	64	35	45	44	14

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 09-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		2		8		16		52		2	
Without Hearing	0	0	0	0	0	0	8	50	42	81	1	50
With Hearing	6	100	2	100	8	100	8	50	10	19	1	50

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 09-30	
	2017		2018		2019		2020		2021			
#	%	#	%	#	%	#	%	#	%	#	%	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings	28		14		14		35		118		2	
Race	3	10.71	2	14.29	0	0.00	2	5.71	16	13.56	0	0.00
Color	1	3.57	2	14.29	0	0.00	2	5.71	8	6.78	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	2	1.69	0	0.00
Reprisal	6	21.43	4	28.57	6	42.86	8	22.86	40	33.90	1	50.00
Sex	6	21.43	2	14.29	4	28.57	5	14.29	24	20.34	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	2	14.29	0	0.00	2	5.71	4	3.39	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	4	14.29	2	14.29	4	28.57	6	17.14	8	6.78	0	0.00

Disability	8	28.57	0	0.00	0	0.00	10	28.57	16	13.56	1	50.00
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												
Findings After Hearing	18		12		14		19		32		1	
Race	2	11.11	2	16.67	0	0.00	0	0.00	8	25.00	0	0.00
Color	0	0.00	2	16.67	0	0.00	0	0.00	2	6.25	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	4	22.22	2	16.67	6	42.86	2	10.53	10	31.25	1	100.00
Sex	4	22.22	2	16.67	4	28.57	3	15.79	4	12.50	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	2	16.67	0	0.00	0	0.00	2	6.25	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	2	11.11	2	16.67	4	28.57	6	31.58	0	0.00	0	0.00
Disability	6	33.33	0	0.00	0	0.00	8	42.11	6	18.75	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												
Finding Without Hearing	10		2		0		16		86		1	
Race	1	10.00	0	0.00	0	0.00	2	12.50	8	null	0	0.00
Color	1	10.00	0	0.00	0	0.00	2	12.50	6	6.98	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	2	2.33	0	0.00
Reprisal	2	20.00	2	100.00	0	0.00	6	37.50	30	34.88	0	0.00
Sex	2	20.00	0	0.00	0	0.00	2	12.50	20	23.26	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	2	12.50	2	2.33	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	2	7.14	0	0.00	0	0.00	0	0.00	8	6.78	0	0.00
Disability	2	20.00	0	0.00	0	0.00	2	12.50	10	11.63	1	100.00
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 Without Hearing	5		2		0		8		42		1	
Appointment/Hire	0	0	0	0	0	0	6	75	4	10	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	8	19	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	2	5	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	100
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other 1	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	2	100	0	0	0	0	4	10	0	0
Non-Sexual	2	40	0	0	0	0	0	0	22	52	1	100
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	1	20	0	0	0	0	2	25	4	10	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	10	24	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	4	10	1	100
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	14	33	1	100
Time and Attendance	2	40	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	2	5	1	100
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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	701	689	633	569	392	135
Total Complainants	673	667	608	553	378	126
Number complaints pending						
Investigation	35	15	21	6	2	0
ROI issued, pending Complainant's action	0	0	6	2	0	1
Hearing	671	662	576	465	370	113
Final Agency Action	21	21	38	96	26	20
Appeal with EEOC Office of Federal Operations	168	143	104	126	152	63

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	73	47	21	4	16	2