

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

National Park Service: NPS (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	144	158	114	81	80	67
Number of Complainants	144	153	111	77	77	66
Repeat Filers	0	5	3	4	3	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	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	43	52	36	28	33	16
Color	11	19	13	13	10	9
Religion	2	3	6	7	3	6
Reprisal	57	80	48	42	41	31
Sex	66	45	38	37	26	23
PDA	4	0	0	0	1	0
National Origin	19	14	5	2	14	3
Equal Pay Act	0	0	0	0	0	2
Age	56	41	34	29	25	24
Disability	29	61	34	33	19	26
Genetics	0	0	1	0	0	0
Non-EEO	2	7	4	3	2	4

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
<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	25	16	13	13	18	14
Assignment of Duties	20	9	17	6	8	4
Awards	5	0	1	1	0	0
Conversion to Full Time/Perm Status	3	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	9	4	0	4	3	2
Suspension	4	9	3	5	4	5
Removal	3	10	6	5	2	0
Other 1	0	0	0	0	0	0
Other 2	0	0	0	0	0	0
Duty Hours	5	0	1	3	3	1
Perf. Eval./ Appraisal	15	11	12	6	3	6
Examination/Test	2	0	0	0	3	0
Harrassment						
Non-Sexual	62	67	50	31	25	26
Sexual	3	3	3	4	1	0
Medical Examination	0	0	1	1	0	0
Pay including overtime	8	0	2	1	4	2
Promotion/Non-Selection	12	28	4	9	4	10
Reassignment						
Denied	0	2	0	0	0	0
Directed	4	5	4	2	3	1
Reasonable Accommodation Disability	6	18	9	13	5	11
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement	3	0	1	0	0	2
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	4	0	1	0	2
Termination	11	7	4	6	7	4
Terms/Conditions of Employment	22	11	6	8	8	6
Time and Attendance	5	7	2	8	3	2
Training	4	2	7	3	2	1
Other						
User Defined - Other 1	1	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	170.48
Average number of days in final action	50.67	52.68	58.56	111.33	107.51	37.20
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	189.03
Average number of days in final action	43.56	34	44.81	72.94	65.24	27.84
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	179.12
Average number of days in final action	56.74	68.75	75.67	158.09	157.51	52.79

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	12	5	11	6	7	8
Average days pending prior to dismissal	402.13	186.83	279.75	120.67	149.14	190.11
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	11	12	4	9	9	6

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	0		0		0		1		6		0	
Without Hearing	0	0	0	0	0	0	1	100	5	83	0	0
With Hearing	0	0	0	0	0	0	0	0	1	17	0	0

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	0		0		0		1		14		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	3	21.43	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	2	14.29	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	100.00	2	14.29	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	3	21.43	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	0	0.00	2	14.29	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	0	0.00	0	0.00	0	0.00	0	0.00	1	7.14	0	0.00

Disability	0	0.00	0	0.00	0	0.00	0	0.00	1	7.14	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
Findings After Hearing												
Findings After Hearing	0		0		0		0		3		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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	0	0.00	1	33.33	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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	0		0		0		1		11		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	2	null	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	2	18.18	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	100.00	1	9.09	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	3	27.27	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	0	0.00	1	9.09	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	0	0.00	0	0.00	0	0.00	0	0.00	1	7.14	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	1	9.09	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

Findings Without Hearing	0		0		0		1		5		0	
Appointment/Hire	0	0	0	0	0	0	1	100	1	20	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 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	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	4	80	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	1	20	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

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	134	149	92	62	54	44
Total Complainants	134	148	88	61	52	42
Number complaints pending						
Investigation	0	0	1	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	132	145	88	51	52	38
Final Agency Action	2	3	6	11	2	5
Appeal with EEOC Office of Federal Operations	20	25	18	20	16	14

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	2	1	0	0	0