

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

National Park Service:NPS

For 1st Quarter 2023 for period ending December 31, 2022

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	97	83	77	80	67	16
Number of Complainants	94	82	73	77	66	16
Repeat Filers	3	1	4	3	1	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	31	23	26	33	16	4
Color	11	9	12	10	9	3
Religion	2	3	6	3	6	1
Reprisal	49	38	40	41	31	12
Sex	32	31	34	26	23	3
PDA	0	0	0	1	0	0
National Origin	9	3	2	14	3	2
Equal Pay Act	0	0	0	0	2	0
Age	23	27	28	25	24	6
Disability	37	24	32	19	26	7
Genetics	0	1	0	0	0	0
Non-EEO	5	4	3	2	4	0

Part 3 Complaints By Issue	Comparative Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i>	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Appointment/Hire	10	8	11	18	14	0
Assignment of Duties*	5	12	6	8	4	0
Awards	0	1	1	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	1

Reprimand**	2	0	4	3	2	<u>0</u>
Suspension	5	3	5	4	5	<u>0</u>
Removal	6	4	5	2	0	<u>0</u>
Other Disciplinary Actions**	0	0	0	0	0	<u>0</u>
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	3	3	1	<u>0</u>
Perf. Eval./ Appraisal	6	9	6	3	6	<u>0</u>
Examination/Test	0	0	0	3	0	<u>0</u>
Harassment						
Non-Sexual	42	34	30	25	26	<u>6</u>
Sexual	3	3	4	1	0	<u>0</u>
Medical Examination	0	1	1	0	0	<u>0</u>
Pay including overtime	0	1	1	4	2	<u>1</u>
Promotion/Non-Selection	17	4	8	4	10	<u>3</u>
Reassignment						
Denied	1	0	0	0	0	<u>0</u>
Directed	5	4	2	3	1	<u>0</u>
Reasonable Accommodation Disability	11	8	11	5	11	<u>3</u>
Reinstatement*	0	0	0	0	0	<u>0</u>
Religious Accommodation	0	0	0	0	1	<u>0</u>
Retirement*	0	1	0	0	2	<u>0</u>
Sex-Stereotyping	0	0	0	1	0	<u>0</u>
Telework	2	0	1	0	2	<u>0</u>
Termination	5	3	6	7	4	<u>3</u>
Terms/Conditions of Employment*	7	5	8	8	6	<u>0</u>
Time and Attendance	3	1	7	3	2	<u>1</u>
Training	1	5	3	2	1	<u>1</u>
Other Terms/Conditions of Employment*	0	0	0	0	0	<u>4</u>
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	184.72	209.01	184.04	223.28	170.48	185.23
Average number of days in final action	50.67	52.68	58.56	111.33	37.20	43.00
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.71	209.68	178.27	223.65	189.16	189.27
Average number of days in final action	34	44.81	72.94	65.24	27.84	43.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	182.29	210.94	179.81	210.17	179.12	192.57
Average number of days in final action	68.75	75.67	158.09	157.51	52.79	0.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	3	8	6	7	8	0
Average days pending prior to dismissal	94.33	123.75	120.67	149.14	190.11	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	6	2	9	9	6	2

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					

	2018		2019		2020		2021		2022		2023 Thru 12-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		6		0		<u>0</u>	
Without Hearing	0	0	0	0	1	100	5	83	0	0	<u>0</u>	0
With Hearing	0	0	0	0	0	0	1	17	0	0	<u>0</u>	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 12-31	
	2018		2019		2020		2021		2022		#	%
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		1		14		0		<u>0</u>	
Race	0	0.00	0	0.00	0	0.00	3	21.43	0	0	<u>0</u>	0.00
Color	0	0.00	0	0.00	0	0.00	2	14.29	0	0	<u>0</u>	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0	<u>0</u>	0.00
Reprisal	0	0.00	0	0.00	1	100.00	2	14.29	0	0	<u>0</u>	0.00
Sex	0	0.00	0	0.00	0	0.00	3	21.43	0	0	<u>0</u>	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0	<u>0</u>	0.00
National Origin	0	0.00	0	0.00	0	0.00	2	14.29	0	0	<u>0</u>	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0	<u>0</u>	0.00
Age	0	0.00	0	0.00	0	0.00	1	7.14	0	0	<u>0</u>	0.00
Disability	0	0.00	0	0.00	0	0.00	1	7.14	0	0	<u>0</u>	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0	<u>0</u>	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0	<u>0</u>	0.00
Findings After Hearing												
	0		0		0		3		0		<u>0</u>	
Race	0	0.00	0	0.00	0	0.00	1	33.33	0	0	<u>0</u>	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0	<u>0</u>	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0	<u>0</u>	0.00

Reprisal	0	0.00	0	0.00	0	0.00	1	33.33	0	0	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	1	33.33	0	0	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
Finding Without Hearing	0		0		1		11		0		0	
Race	0	0.00	0	0.00	0	0.00	2	18.18	0	0	0	0.00
Color	0	0.00	0	0.00	0	0.00	2	18.18	0	0	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
Reprisal	0	0.00	0	0.00	1	100.00	1	9.09	0	0	0	0.00
Sex	0	0.00	0	0.00	0	0.00	3	27.27	0	0	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	1	9.09	0	0	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
Age	0	0.00	0	0.00	0	0.00	1	7.14	0	0	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	9.09	0	0	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00

Starting in FY2022, issues marked with:

*** are reported under Other Terms / Conditions of Employment.**

**** are reported under Other Disciplinary Actions.**

Part 8 Finding of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 12-31	
	2018		2019		2020		2021		2022		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		1		6		0		<u>0</u>	
Appointment/Hire	0	0	0	0	1	100	2	33	0	0	<u>0</u>	0
Assignment of Duties*	0	0	0	0	0	0	1	17	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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	<u>0</u>	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-Sexual	0	0	0	0	0	0	5	83	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment												
Denied0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	17	0	0	<u>0</u>	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Termination	0	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	0
Time and Attendance	0	0	0	0	0	0	1	17	0	0	0	0	0
Training	0	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	0
User Defined - Other 1*	0	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	0
User Defined - Other 3*	0	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	0

Findings After Hearing	0		0		0		1		0		0		0
Appointment/Hire	0	0	0	0	0	0	1	100	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	1	100	0	0	0	0	0
Awards	0	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	0
Disciplinary Action													
Demotion	0	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	0
Suspension	0	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	0
Other Disciplinary Actions**	0	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	0
Duty Hours*	0	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	0
Examination/Test	0	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	0
Non-Sexual	0	0	0	0	0	0	1	100	0	0	0	0	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment													

Examination/Test	0	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	0
Non-Sexual	0	0	0	0	0	0	4	80	0	0	0	0	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	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	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	20	0	0	0	0	0
Reinstatement*	0	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	0
Retirement*	0	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	0
Telework	0	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	0
Terms/Conditions of Employment*	0	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	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*													
User Defined - Other 1*	0	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	0
User Defined - Other 3*	0	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	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	90	75	61	54	44	88
Total Complainants	89	71	60	52	42	81
Number complaints pending						
Investigation	0	1	0	0	0	20

ROI issued, pending Complainant's action	0	0	0	0	1	11
Hearing	87	71	50	52	37	40
Final Agency Action	2	6	11	2	5	24
Appeal with EEOC Office of Federal Operations	16	13	20	16	14	13

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	0	0	0