

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: National Park Service: NPS (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	87	97	83	77	80	32
Number of Complainants	87	94	82	73	77	32
Repeat Filers	0	3	1	4	3	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	26	31	23	26	33	6
Color	8	11	9	12	10	4
Religion	2	2	3	6	3	1
Reprisal	34	49	38	40	41	15
Sex	37	32	31	34	26	11
PDA	3	0	0	0	1	0

National Origin	12	9	3	2	14	2
Equal Pay Act	0	0	0	0	0	0
Age	35	23	27	28	25	13
Disability	17	37	24	32	19	15
Genetics	0	0	1	0	0	0
Non-EEO	1	5	4	3	2	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	14	10	8	11	18	6
Assignment of Duties	12	5	12	6	8	3
Awards	3	0	1	1	0	0
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	6	2	0	4	3	1
Suspension	3	5	3	5	4	2
Removal	2	6	4	5	2	0
Other	0	0	0	0	0	1
Duty Hours	4	0	1	3	3	1
Perf. Eval./ Appraisal	10	6	9	6	3	3
Examination/Test	2	0	0	0	3	0
Harassment						
Non-Sexual	38	42	34	30	25	11

Sexual	1	3	3	4	1	0
Medical Examination	0	0	1	1	0	0
Pay including overtime	4	0	1	1	4	1
Promotion/Non-Selection	7	17	4	8	4	4
Reassignment						
Denied	0	1	0	0	0	0
Directed	3	5	4	2	3	0
Reasonable Accommodation Disability	4	11	8	11	5	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement	2	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	2	0	1	0	1
Termination	7	5	3	6	7	1
Terms/Conditions of Employment	15	7	5	8	8	6
Time and Attendance	4	3	1	7	3	2
Training	2	1	5	3	2	0
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

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	184.92	146.95	169.08	155.99	166.32	173.27
Average number of days in final action	53.89	44.86	66.75	97.56	120.07	39.11
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	183.33	154.61	167.64	154.19	169.33	159.88
Average number of days in final action	36.20	31.26	61.94	81.13	63.60	25.78
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	186.03	138.25	172.13	159.72	156.50	198.42
Average number of days in final action	65.85	48.43	73.25	143.27	186.67	56.50
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	8	3	8	6	7	4
Average days pending prior to dismissal	128.13	94.33	123.75	120.67	149.14	93.75
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	6	6	2	9	9	4

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		1		6		0	
Appointment/Hire	0	0	0	0	0	0	1	100	2	33	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	17	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	5	83	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

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	1	100	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
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	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												

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	76	90	75	61	54	77
Total Complainants	76	89	71	60	52	71
Number complaints pending						
Investigation	0	0	1	0	0	3
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	75	87	71	50	52	66
Final Agency Action	1	2	6	11	2	4
Appeal with EEOC Office of Federal Operations	14	16	13	20	16	13
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	0	2	1	0	0	0