

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

**National Park Service: NPS (and below)**

For 3rd Quarter 2022 for period ending June 30, 2022

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	144	158	114	81	80	45
Number of Complainants	144	153	111	77	77	45
Repeat Filers	0	5	3	4	3	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
	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	9
Color	11	19	13	13	10	5
Religion	11	19	13	13	10	1
Reprisal	57	80	48	42	41	23
Sex	66	45	38	37	26	14
PDA	4	0	0	0	1	0
National Origin	19	14	5	2	14	2
Equal Pay Act	0	0	0	0	0	0
Age	56	41	34	29	25	18
Disability	29	61	34	33	19	19
Genetics	0	0	1	0	0	0
Non-EEO	2	7	4	3	2	0

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
<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	8
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
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	1
Reprimand	9	4	0	4	3	1
Suspension	4	9	3	5	4	4
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
<b>Harrassment</b>						
Non-Sexual	62	67	50	31	25	17
Sexual	3	3	3	4	1	0
Medical Examination	0	0	1	1	0	0
Pay including overtime	8	0	2	1	4	1
Promotion/Non-Selection	12	28	4	9	4	5
<b>Reassignment</b>						
Denied	0	2	0	0	0	0
Directed	4	5	4	2	3	1
Reasonable Accommodation Disability	6	18	9	13	5	9
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement	3	0	1	0	0	1
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	4	0	1	0	2
Termination	11	7	4	6	7	3
Terms/Conditions of Employment	22	11	6	8	8	8
Time and Attendance	5	7	2	8	3	2
Training	4	2	7	3	2	0
<b>Other</b>						
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 06-30
	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	173.56
Average number of days in final action	50.67	52.68	58.56	111.33	107.51	38.73
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	189.49
Average number of days in final action	43.56	34	44.81	72.94	65.24	29.13
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	192.00
Average number of days in final action	56.74	68.75	75.67	158.09	157.51	53.33

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
	2017	2018	2019	2020	2021	
Part 5 Complaints Dismissed by Agency	12	5	11	6	7	5
Average days pending prior to dismissal	402.13	186.83	279.75	120.67	149.14	110.5
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	11	12	4	9	9	5

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 06-30	
	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 06-30	
	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.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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
<b>Findings After Hearing</b>												
	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
<b>Finding Without Hearing</b>												
	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





<b>Findings Without Hearing</b>	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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
<b>Reassignment</b>												
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
<b>Other - User Define</b>												
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 06-30
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	134	149	92	62	54	61
Total Complainants	134	148	88	61	52	55
<b>Number complaints pending</b>						
Investigation	0	0	1	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	132	145	88	51	52	52
Final Agency Action	2	3	6	11	2	6
Appeal with EEOC Office of Federal Operations	20	25	18	20	16	12

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	0	2	1	0	0	0