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

U.S. Geological Survey: USGS (includes sub-level offices)

For 3rd Quarter 2023 for period ending June 30, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pı	revious Fiscal Year Da	ta		2022 Thurs 05 20
	2018	2019	2020	2021	2022	- 2023 Thru 06-30
Number of Complaints Filed	20	23	13	14	20	15
Number of Complainants	20	23	13	13	19	15
Repeat Filers	0	0	0	1	1	0

Dout 2 Commissions by Books						
Part 2 Complaints by Basis		Pı	revious Fiscal Year Da	ata		2022 Th
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	- 2023 Thru 06-30
Race	7	6	5	3	1	5
Color	1	4	1	1	0	2
Religion	2	0	0	1	3	1
Reprisal	17	16	10	10	13	7
Sex	7	8	5	5	9	6
PDA	0	0	1	0	1	1
National Origin	5	6	3	2	4	1
Equal Pay Act	0	0	0	0	0	0
Age	8	11	5	5	10	5
Disability	7	10	4	2	4	7
Genetics	0	0	0	0	0	0
Non-EEO	1	2	1	2	0	0

Part 3 Complaints By Issue		Comparative Data										
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. The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment:	Previous Fiscal Year Data											
Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2018	2019	2020	2021	2022							
Appointment/Hire	2	3	1	2	5	1						
Assignment of Duties*	11	12	3	5	1	0						
Awards	0	2	0	0	0	0						
Conversion to Full Time/Perm Status*	0	0	0	0	0	0						
Disciplinary Action		•	•			•						
Demotion	0	0	0	0	0	0						
Reprimand**	1	0	1	1	2	0						
Suspension	1	0	1	0	1	0						
Removal	1	0	0	0	1	0						
Other Disciplinary Actions**	0	0	0	0	2	1						
Other 2**	0	0	0	0	0	0						
Outy Hours*	0	0	0	0	0	0						
Perf. Eval./ Appraisal	4	7	2	6	7	0						
Examination/Test	0	0	0	0	1	0						
Harassment		1	1									
Non-Sexual	18	14	6	8	9	4						
Sexual	0	0	0	1	0	1						
Medical Examination	1	0	0	0	0	0						
Pay including overtime	0	0	1	0	0	0						
Promotion/Non-Selection	1	3	3	3	3	2						
Reassignment												
Reassignment: Denied/Directed	0	0	1	1	1	0						
Directed	1	2	0	0	0	0						
Reasonable Accommodation Disability	3	2	3	1	1	5						
Reinstatement*	0	0	0	0	0	0						
Religious Accommodation	0	0	0	0	0	0						
Retirement*	0	0	0	0	0	0						
Sex-Stereotyping	0	0	0	0	0	0						
Felework	2	1	0	0	1	1						
Fermination	1	3	1	1	0	2						
Ferms/Conditions of Employment*	6	9	2	3	3	0						
Fime and Attendance	2	6	0	3	0	2						
Fraining	3	3	5	1	1	1						
Other Terms/Conditions of Employment*	0	0	0	0	4	7						
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	"	"	"	J	"						

			Compara	ative Data		
Part 4 Processing Time		Pr	evious Fiscal Year Da	ta		2022 Thurs of 20
	2018	2019	2020	2021	2022	2023 Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	154.82	170.53	198.1	180.75	151	165.50
Average number of days in final action	29.92	44.82	141.14	199.11	110	40.00
Complaints pending during fiscal year where hea	ring was requested					
Average number of days in investigation	151.4	166.63	180.45	194	162	149.38
Average number of days in final action	24.38	38	81.5	179.33	212	40.00
Complaints pending during fiscal year where hea	ring was not requested					
Average number of days in investigation	157.67	179.1	219.67	172.8	159	230.00
Average number of days in final action	41	47.38	165	241.2	51	0.00

			Compara	tive Data		
Part 5 Complaints Dismissed by Agency						
	2018	2019	2020	2021	2022	2023 Thru 06-30
Part 5 Complaints Dismissed by Agency	1	2	3	3	0	0
Average days pending prior to dismissal	76	408	300.33	501.33	0	0.00
C	Complaints Withd	rawn by Complair	nants			•
Total Complaints Withdrawn by Complainants	0	1	0	1	0	1

	Comparative Data												
Dort & Total Final Aganay Actions Finding Discrimination				Prev	ious Fis	cal Year	Data				202	3 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	20	2018		019	20	020	20	021	20)22	0(6-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		0		4		0		0		
Without Hearing	0	0	0	0	0	0	4	100	0	0	0	0	
With Hearing	0	0	2	100	0	0	0	0	0	0	0	0	

Part 7 Finding of Discrimination Rendered by	Comparative Data														
Basis				Pr	evious Fisc	cal Year Da	ta				2023	Thru			
Note: Complaints can be filed alleging multiple bases.	20)18	20	2019		2020)21	20)22	06	-30			
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%			
Total Number Findings	0		2		0		4		0		0				
Race	0	0.00	0	0.00	0	0.00	2	50.00	0	0.00	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	2	100.00	0	0.00	4	100.00	0	0.00	0	0.00			
Sex	0	0.00	2	100.00	0	0.00	3	75.00	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	0	0.00	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	1	25.00	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			

Findings After Hearing	О		2		0		0		0		О	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	2	100.00	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	0	0.00	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	0		0		0		4		0		0	
Race	0	0.00	0	0.00	0	0.00	2	50.00	0	0.00	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	4	100.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	3	75.00	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	0	0.00	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	1	25.00	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

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

	Comparative Data												
Doub O Finding of Discuire in ation Double and by Jacob				Previ	ous Fisc	cal Yea	r Data				2023 T	hru 06-30	
Part 8 Finding of Discrimination Rendered by Issue	20	18	20)19	20	20	20	21	20	22			
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		0		4		0		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties*	0	0	2	100	0	0	4	100	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 Disciplinary Actions**	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	1	50	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	1	25	0	0	0	0	
Non-Sexual	0	0	0	0	0	0	3	75	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	
Reassignment	'	!	!		!	!	!	!	!	!	!	!	
Reassignment: Denied/Directed	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	0	0	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	1	50	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment*	0	0	1	50	0	0	3	75	0	0	0	0	
Time and Attendance	0	0	1	50	0	0	0	0	0	0	0	0	
Training	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	
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 After Hearing	0		2		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	2	100	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			<u> </u>		ļ.	<u> </u>		ļ.	<u> </u>			<u> </u>
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 Disciplinary Actions**	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	1	50	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	0	0	0	0
Non-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
Reassignment	Į.		<u>I</u>		<u>!</u>	<u>I</u>	<u>I</u>	Į.	<u>I</u>			<u>I</u>
Reassignment: Denied/Directed	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	0	0	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	1	50	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	1	50	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	50	0	0	0	0	0	0	0	0
Training	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
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		О		О		4		0		О	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	4	100	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		<u> </u>		<u> </u>								
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 Disciplinary Actions**	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	_	1		1				l	!		l	ļ
Sexual	0	0	0	0	0	0	1	25	0	0	0	0
Non-Sexual	0	0	0	0	0	0	3	75	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
Reassignment	I	<u> </u>	1	<u>I</u>		<u>l</u>	<u> </u>	<u>I</u>	<u> </u>		<u>I</u>	<u>l</u>
Reassignment: Denied/Directed	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	0	0	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	3	75	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 Terms/Conditions of Employment*	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
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							
	2018	2019	2020	2021	2022	06-30			
Total complaints from previous Fiscal Years	6	8	15	11	6	13			
Total Complainants	5	8	15	10	5	11			
Number complaints pending						•			
Investigation	0	1	0	0	0	0			
ROI issued, pending Complainant's action	0	0	0	0	0	2			
Hearing	6	7	10	9	5	5			
Final Agency Action	0	0	5	2	1	9			
Appeal with EEOC Office of Federal Operations	4	0	3	0	4	6			

Part 10 Complaint Investigations	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	06-30		
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	0	0	0		