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

Civilian (and below)

For 4th Quarter 2022 for period ending September 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	41	58	49	41	29	<u>53</u>
Number of Complainants	37	53	47	40	26	50
Repeat Filers	4	5	2	1	3	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>						
Race	24	23	20	12	10	<u>20</u>
Color	5	8	3	7	3	<u>12</u>
Religion	1	1	3	2	0	<u>3</u>
Reprisal	24	32	27	24	18	<u>26</u>
Sex	16	23	13	17	4	<u>20</u>
PDA	0	1	0	0	0	<u>1</u>
National Origin	5	3	5	8	3	<u>6</u>

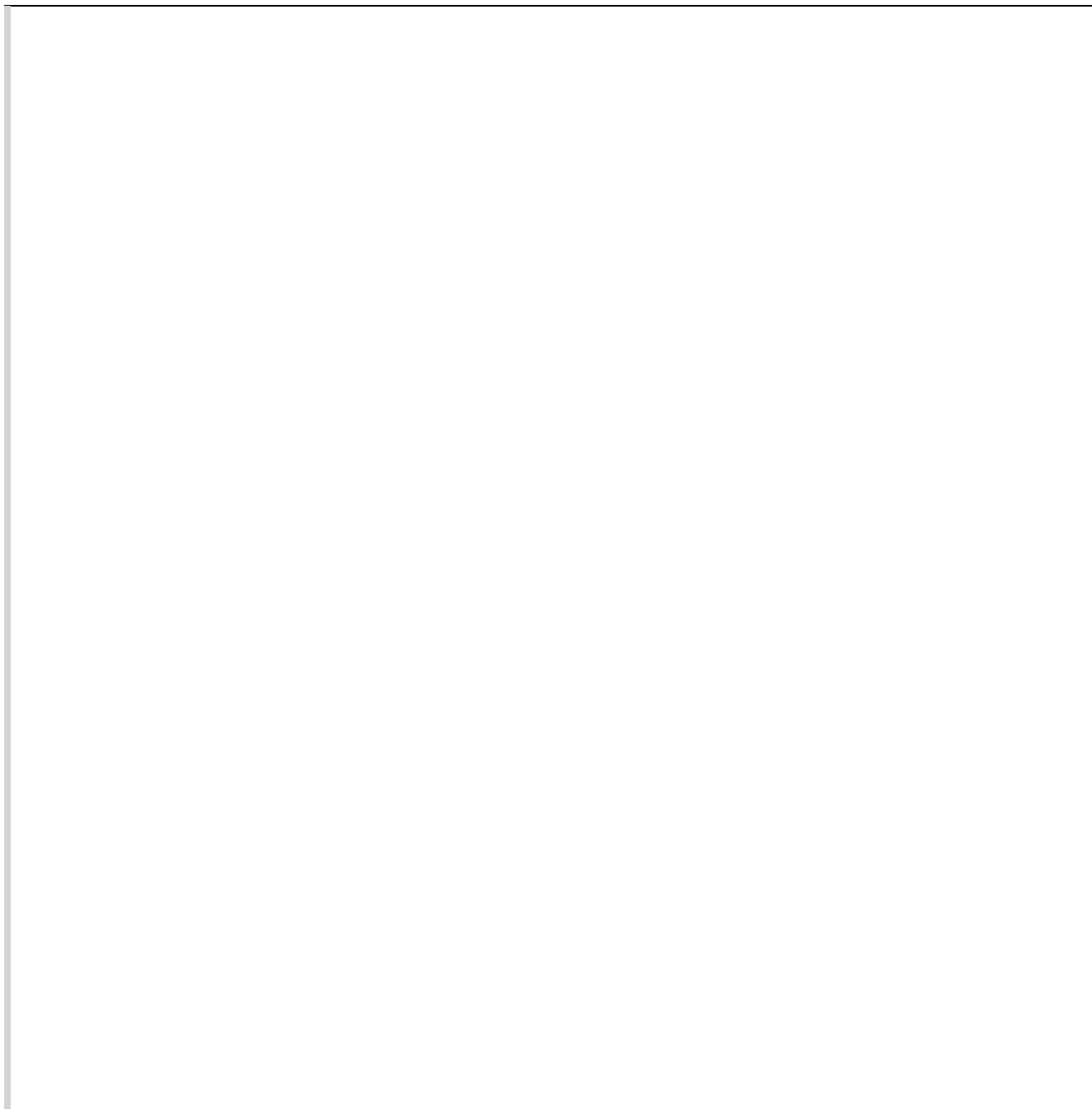
Equal Pay Act	1	2	0	0	0	<u>1</u>
Age	11	18	9	11	11	<u>19</u>
Disability	17	24	20	13	16	<u>17</u>
Genetics	0	0	0	0	0	<u>0</u>
Non-EEO	0	1	3	4	4	<u>5</u>

Complaints by Issue	Comparative Data					2022 Thru 09-30
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>						
Appointment/Hire	2	2	3	5	2	<u>6</u>
Assignment of Duties	1	8	4	3	0	<u>0</u>
Awards	2	1	0	0	0	<u>0</u>
Conversion to Full Time/Perm Status	0	0	0	0	0	<u>0</u>
Disciplinary Action						

Demotion	0	0	0	0	0	<u>0</u>
Reprimand	1	5	2	3	2	<u>0</u>
Suspension	3	4	2	3	1	<u>3</u>
Removal	0	0	2	1	1	<u>3</u>
Disciplinary Warning	0	0	0	0	0	<u>0</u>
Other Disciplinary Actions	1	0	0	0	0	<u>10</u>
Other 2	0	0	0	0	0	<u>0</u>
Duty Hours	0	0	0	1	0	<u>0</u>
Perf. Eval./ Appraisal	2	8	5	6	1	<u>2</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	25	25	22	23	16	<u>23</u>
Sexual	1	3	0	0	1	<u>2</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay including overtime	3	2	0	2	1	<u>1</u>
Promotion/Non-Selection	10	9	12	7	1	<u>3</u>
Reassignment						
Denied	0	0	1	1	0	<u>0</u>
Directed	2	2	2	2	0	<u>1</u>
Reasonable Accommodation Disability	6	10	8	5	7	<u>2</u>
Reinstatement	0	1	0	0	0	<u>0</u>
Religious Accommodation	0	0	0	0	0	<u>0</u>

Retirement	0	0	1	0	0	<u>0</u>
Sex-Stereotyping	0	0	0	0	0	<u>0</u>
Telework	3	1	2	1	0	<u>2</u>
Termination	4	6	5	2	2	<u>5</u>

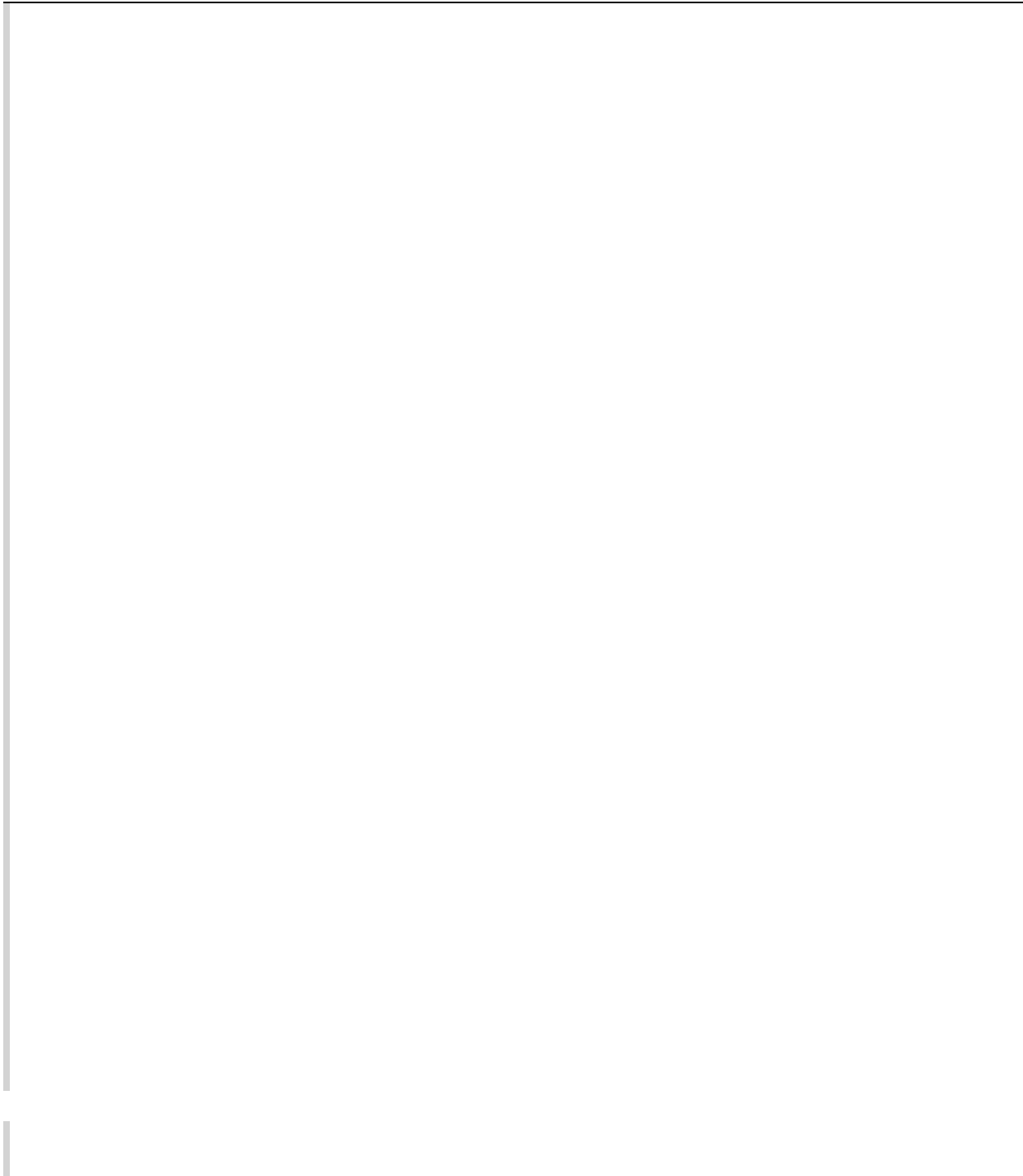
Terms/Conditions of Employment	9	13	7	10	8	<u>0</u>
Time and Attendance	1	11	4	2	3	<u>5</u>
Training	3	1	2	1	0	<u>16</u>
Other	0	0	0	0	0	<u>0</u>
User Defined - Other 1	0	0	0	0	0	<u>0</u>
User Defined - Other 2	0	0	0	0	0	<u>0</u>
User Defined - Other 3	0	0	0	0	0	<u>0</u>
User Defined - Other 4	0	0	0	0	0	<u>0</u>



Processing Time	Comparative Data					2022 Thru 09-30
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						

Average number of days in investigation	207.48	141.62	139.38	127.95	114.43	108.73
Average number of days in final action	61.18	155.40	116.04	183.35	162.09	97.60
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	213.71	151.56	135.46	126.79	122.11	106.58
Average number of days in final action	26.80	34.67	63.06	70.40	43.25	90.42
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	200.76	114.00	136.00	132.24	100.82	115.58
Average number of days in final action	89.83	254.18	216.11	289.25	313.18	104.23

Complaints Dismissed by Agency	Comparative Data					2022 Thru 09-30
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	5	4	2	6	6	<u>4</u>
Average days pending prior to dismissal	129	138	140	168	96	64
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	3	5	6	0	<u>3</u>



Total Final Agency Actions Finding Discrimination	Comparative Data										2022 Thru 09-30	
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		1		0		1		2		0	
Without Hearing	0	0	1	100	0	0	0	0	1	50	<u>0</u>	0

With Hearing	0	0	0	0	0	0	1	100	1	50	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 09-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
<u>Note: Complaints can be filed alleging multiple bases.</u> <u>The sum of the bases may not equal total complaints and findings.</u>												

Total Number Findings	0		0		0		1		2		1	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	1	100	0	0	<u>1</u>	100
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	2	100	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings After Hearing

Findings After Hearing	0		0		0		1		1		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	1	100	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Disability	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings After Hearing

Findings Without Hearing	0		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>1</u>	100
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2022 Thru 09-30
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	62	61	61	55	29	<u>10</u>
Total Complainants	56	55	52	48	25	10
Number complaints pending						
Investigation	0	0	0	0	0	<u>0</u>
ROI issued, pending Complainant's action	0	0	0	0	0	<u>0</u>
Hearing	50	56	43	33	18	<u>9</u>
Final Agency Action	8	3	17	20	11	<u>1</u>
Appeal with EEOC Office of Federal Operations	9	13	18	21	28	<u>39</u>

Complaint Investigations	Comparative Data					2022 Thru 09-30
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	10	0	0	<u>0</u>

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

Elijah E. Cummings Federal Employee Anti-discrimination Act of 2020 Addendum

Civilian (and below)

For 4th Quarter 2022 for period ending September 30, 2022

Findings Details											
		Date of Finding(s)	Agency	Law Violated						Disciplinary Action Decision	
				Title VII	PDA	Age	Rehab Act	EPA	GINA		
Comparative Data	2022 Thru September 30	6/28/2022	USCG	1	0	0	0	0	0	Pending	
	Previous Fiscal Year Data	2021	0	USCG	0	0	0	0	0	0	0
		2020	0	USCG	0	0	0	0	0	0	0
		2019	0	USCG	0	0	0	0	0	0	0
		2018	0	USCG	0	0	0	0	0	0	0
		2017	0	USCG	0	0	0	0	0	0	0

Class Complaints	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Number of Class Complaints Filed	0	0	0	0	0	0

Class Complaint Details						
Comparative Data	2022 Thru September 30	Date Filed	# Plaintiffs	Case Summary	Case Status	Class Certified
			0	0	0	0
		2021	0	0	0	0
	2020	0	0	0	0	0

	Previous Fiscal Year Data	2019	0	0	0	0	0
		2018	0	0	0	0	0
		2017	0	0	0	0	0

**Elijah E. Cummings Federal Employee Anti-discrimination Act of
2020 Addendum
Civilian (and below)**

For 4th Quarter 2022 for period ending September 30, 2022

<i>Class Complaints Finding Discrimination</i>	Comparative Data					
	Previous Fiscal Year Data					2022 Thru September 30
	2017	2018	2019	2020	2021	
Total Number of Class Complaint Findings	0	0	0	0	0	0

<i>Class Complaint Findings Details</i>				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Date of Finding(s)	Agency	Case Number(s)	
2022 Thru September 30	0	USCG	0	
Previous Fiscal Year Data	2021	USCG	0	
	2020	USCG	0	
	2019	USCG	0	
	2018	USCG	0	
	2017	USCG	0	