



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

Civilian (and below)

For 2nd Quarter 2023 for period ending March 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	58	49	41	29	53	19
Number of Complainants	53	47	40	26	50	18
Repeat Filers	5	2	1	3	3	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03- 31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2018	2019	2020	2021	2022	
Race	23	20	12	10	20	<u>5</u>
Color	8	3	7	3	12	<u>3</u>
Religion	1	3	2	0	3	<u>0</u>
Reprisal	32	27	24	18	25	<u>12</u>
Sex	23	13	17	4	20	<u>6</u>
PDA	1	0	0	0	1	<u>0</u>
National Origin	3	5	8	3	6	<u>2</u>
Equal Pay Act	2	0	0	0	1	<u>1</u>
Age	18	9	11	11	19	<u>7</u>
Disability	24	20	13	16	17	<u>9</u>
Genetics	0	0	0	0	0	<u>0</u>
Non-EEO	1	3	4	4	5	<u>4</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
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.	2018	2019	2020	2021	2022	
Appointment/Hire	2	3	5	2	6	<u>3</u>
Assignment of Duties*	8	4	3	0	0	<u>0</u>
Awards	1	0	0	0	0	<u>1</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**	5	2	3	2	0	<u>0</u>
Suspension	4	2	3	1	3	<u>0</u>
Removal	0	2	1	1	3	<u>0</u>
Disciplinary Warning**	0	0	0	0	0	<u>0</u>
Other Disciplinary Actions**	0	0	0	0	10	<u>3</u>
Other 2**	0	0	0	0	0	<u>0</u>
Duty Hours*	0	0	1	0	0	<u>0</u>
Perf. Eval./ Appraisal	8	5	6	1	9	<u>1</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	25	22	23	16	23	<u>10</u>
Sexual	3	0	0	1	2	<u>0</u>
Medical Examination	0	0	0	0	0	<u>1</u>
Pay including overtime	2	0	2	1	1	<u>1</u>
Promotion/Non-Selection	9	12	7	1	3	<u>2</u>
Reassignment						
Denied	0	1	1	0	0	<u>0</u>
Directed	2	2	2	0	1	<u>0</u>
Reasonable Accommodation Disability	10	8	5	7	9	<u>3</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03- 31
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.	2018	2019	2020	2021	2022	
Reinstatement*	1	0	0	0	0	<u>0</u>
Religious Accommodation	0	0	0	0	0	<u>0</u>
Retirement*	0	1	0	0	0	<u>0</u>
Sex-Stereotyping	0	0	0	0	0	<u>0</u>
Telework	1	2	1	0	2	<u>0</u>
Termination	6	5	2	2	5	<u>2</u>
Terms/Conditions of Employment*	13	7	10	8	0	<u>0</u>
Time and Attendance	11	4	2	3	5	<u>2</u>
Training	1	2	1	0	0	<u>1</u>
Other Terms/Conditions of Employment*	0	0	0	0	15	<u>5</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					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	141.62	139.38	127.95	114.43	108.72	123.38
Average number of days in final action	155.40	116.04	183.35	162.09	97.60	31.92
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	151.56	135.46	126.79	122.11	106.58	124.33
Average number of days in final action	34.67	63.06	70.40	43.25	90.42	20.33
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	114.00	136.00	132.24	100.82	115.58	127.62
Average number of days in final action	254.18	216.11	289.25	313.18	104.23	43.50

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	4	2	6	6	4	<u>5</u>
Average days pending prior to dismissal	138	140	168	96	64	87
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	5	6	0	3	<u>1</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 03-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		2		0		0	
Without Hearing	1	100	0	0	0	0	1	50	0	0	<u>0</u>	0
With Hearing	0	0	0	0	1	100	1	50	0	0	<u>0</u>	0

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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 03-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		2		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	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 Disciplinary Actions**	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	1	100	0	0	1	100	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
Reassignment												
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	2	100	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 03-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
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
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		0		1		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	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 Disciplinary Actions**	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

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data											2023 Thru 03-31	
	2018		2019		2020		2021		2022				
	#	%	#	%	#	%	#	%	#	%	#	%	
Harassment													
Non-Sexual	0	0	0	0	1	100	0	0	0	0	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	
Reassignment													
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	1	100	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	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	
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		0		0		1		1		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0	

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03- 31
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	61	61	55	29	10	<u>29</u>
Total Complainants	55	52	48	25	10	29
Number complaints pending						
Investigation	0	0	0	0	0	<u>2</u>
ROI issued, pending Complainant's action	0	0	0	0	0	<u>0</u>
Hearing	56	43	33	18	9	<u>21</u>
Final Agency Action	3	17	20	11	1	<u>5</u>
Appeal with EEOC Office of Federal Operations	13	18	21	28	39	<u>43</u>

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03- 31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	0	0	0	<u>0</u>

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 2nd Quarter 2023 for period ending March 31, 2022

Findings Details											
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.		Date of Finding(s)	Agency	Law Violated						Disciplinary Action Decision	
				Title VII	PDA	Age	Rehab Act	EPA	GINA		
Comparative Data	2023 Thru Mar 31		0	USCG	0	0	0	0	0	0	0
	Previous Fiscal Year Data	2022	0	USCG	0	0	0	0	0	0	0
		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

<i>Class Complaints</i>				Comparative Data					
				Previous Fiscal Year Data					2023 Thru 03-31
				2018	2019	2020	2021	2022	
Number of Class Complaints Filed				0	0	0	0	0	0

Class Complaint Details							
Comparative Data	2023 Thru Mar 31		Date Filed	# Plaintiffs	Case Summary	Case Status	Class Certified
			0	0	0	0	0
		2022	0	0	0	0	0
		2021	0	0	0	0	0

	Previous Fiscal Year Data	2020	0	0	0	0	0
		2019	0	0	0	0	0
		2018	0	0	0	0	0

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

Civilian (and below)

For 2nd Quarter 2023 for period ending March 31, 2022

<i>Class Complaints Finding Discrimination</i>	Comparative Data					
	Previous Fiscal Year Data					2023 Thru Mar 31
	2018	2019	2020	2021	2022	
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)
2023 Thru Mar 31		0	USCG	0
Previous Fiscal Year Data	2022	0	USCG	0
	2021	0	USCG	0
	2020	0	USCG	0
	2019	0	USCG	0
	2018	0	USCG	0