

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

**Civilian (and below), Region 1 (Civilian) (and below), Region  
2 (Civilian) (and below), Region 3 (Civilian) (and below),  
Region 4**

**For 1st Quarter 2024 for period ending December 31, 2023**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	72	53	30	57	45	12
Number of Complainants	69	52	27	54	41	12
Repeat Filers	3	1	3	3	3	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2019	2020	2021	2022	2023	
Race	29	15	11	21	13	3
Color	4	9	4	13	5	1
Religion	4	2	0	3	1	0
Reprisal	35	30	19	28	28	11
Sex	18	23	4	20	14	5
PDA	0	0	0	1	0	0
National Origin	5	10	4	7	2	0
Equal Pay Act	0	0	0	1	2	0
Age	13	13	12	20	17	1
Disability	27	17	16	20	15	6
Genetics	0	0	0	0	0	0
Non-EEO	3	4	4	5	4	0

Part 3 Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
<i>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.</i>	2019	2020	2021	2022	2023	
Appointment/Hire	4	8	3	7	7	0
Assignment of Duties*	6	5	0	0	0	0
Awards	0	0	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0

Reprimand**	3	5	2	0	0	0
Suspension	4	5	1	3	2	0
Removal	3	1	1	3	0	0
Other Disciplinary Actions**	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	2	0	0	0	0
Perf. Eval. / Appraisal	8	10	1	11	5	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	40	41	27	25	24	9
Sexual	0	0	1	2	0	3
Medical Examination	0	0	0	0	1	0
Pay including overtime	0	2	2	1	2	0
Promotion/Non-Selection	19	13	1	3	3	0
<b>Reassignment</b>						
Denied	2	1	0	0	0	0
Directed	2	2	0	1	3	0
Reasonable Accommodation Disability	15	10	8	10	5	3
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	1	0	2	1	0
Termination	8	2	3	5	3	4
Terms/Conditions of Employment*	10	18	13	0	0	0
Time and Attendance	6	3	6	6	3	1
Training	2	2	0	0	1	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0

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	0	0	0	0	0

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	299.98	243.99	271.03	264.02	269.85	115.00
Average number of days in final action	130.52	161.84	206.81	121.73	39.41	47.43
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	286.06	229.11	251.87	274.29	268.17	186.95
Average number of days in final action	73.65	89.84	86.35	79.2	33.05	45.33
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	288.77	267.56	293.91	245.57	278.23	129.20
Average number of days in final action	1515.32	324.81	370.45	180.59	50.72	49.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Total Complaints Dismissed by Agency	2	10	6	4	9	1
Average days pending prior to dismissal	140	565	96	64	76	117
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	7	9	0	3	1	1

<b>Part 6 Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2024 Thru 12-31</b>	
	<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</b>		<b>2023</b>		<b>#</b>	<b>%</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>		
Total Number Findings	0		1		2		0		0		0	
Without Hearing	0	0	0	0	1	50	0	0	0	0	0	0
With Hearing	0	0	1	100	1	50	0	0	0	0	0	0

Part 7 Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
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		2		2		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	100	0	0	1	100	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	2	100	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>												
	0		2		1		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	100	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0

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

**Starting in FY2022, issues marked with:**  
**\* are reported under Other Terms / Conditions of Employment.**  
**\*\* are reported under Other Disciplinary Actions**

Part 8 Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		2		2		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
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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	2	100	0	0	1	100	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	2	100	0	0	0	0	0	0
Reinstatement*	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
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
<b>Findings After Hearing</b>	0		2		1		0		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/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	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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	2	100	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	1	100	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	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
<b>Findings Without Hearing</b>	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
<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 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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	1	100	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
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	1	100	0	0	0	0	0	0
Reinstatement*	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
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

Part 9 Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	80	71	29	10	11	26
Total Complainants	67	63	25	10	11	24
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	5
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	60	42	18	9	8	16
Final Agency Action	20	26	11	1	4	6
Appeal with EEOC Office of Federal Operations	30	38	28	39	22	10

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0

## 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 1st Quarter 2024 for period ending December 31, 2023**

<b>Findings Details</b>											
		<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	Law Violated					Disciplinary Action Decision	
					Title VII	PDA	Age	Rehab Act	EPA		GINA
<b>Comparative Data</b>	<b>2024 Thru Dec 31</b>	0	USCG	0	0	0	0	0	0	0	
	<b>Previous Fiscal Year Data</b>	<b>2023</b>	0	USCG	0	0	0	0	0	0	0
		<b>2022</b>	6/28/2022	USCG	1	0	0	0	0	0	N
		<b>2021</b>	1/26/2021	USCG	0	0	0	1	0	0	N
			1/5/2021		0	0	0	1	0	0	N
		<b>2020</b>	9/3/2020	USCG	1	0	0	0	0	0	N
<b>2019</b>	0	USCG	0	0	0	0	0	0	0		

<b>Class Complaints</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru 12-31</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Number of Class Complaints Filed	0	0	0	0	0	0

***Class Complaint Details***

<b>Comparative Data</b>	<b>2024 Thru Dec 31</b>	<b>Date Filed</b>	<b># Plaintiffs</b>	<b>Case Summary</b>	<b>Case Status</b>	<b>Class Certified</b>
			0	0	0	0
<b>Previous Fiscal</b>	<b>2023</b>	0	0	0	0	0
	<b>2022</b>	0	0	0	0	0
	<b>2021</b>	0	0	0	0	0
	<b>2020</b>	0	0	0	0	0
	<b>2019</b>	0	0	0	0	0

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

**Civilian (and below)**

**For 1st Quarter 2024 for period ending December 31, 2023**

<i>Class Complaints Finding Discrimination</i>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru Dec 31</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
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>	<b>Date of Finding(s)</b>	<b>Agency</b>	<b>Case Number(s)</b>
<b>2024 Thru Dec 31</b>	0	USCG	0
<b>Previous Fiscal Year Data</b>	<b>2023</b>	USCG	0
	<b>2022</b>	USCG	0
	<b>2021</b>	USCG	0
	<b>2020</b>	USCG	0
	<b>2019</b>	USCG	0