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

Civilian (and below)

For 4th Quarter 2023 for period ending September 30, 2023

			C	omparat	ive Data	
Complaint Activity		Previous	Fiscal Y	2023Thru09-30		
	2018	2019	2020	2021	2022	2025 1 Hru09-30
Number of Complaints Filed	58	49	41	29	53	45
Number of Complainants	53	47	40	26	50	41
Repeat Filers	5	2	1	3	3	3

Complaints by Pagis			Com	parat	ive Da	ta
Complaints by Basis	Pre	vious]	Fiscal	Year I	Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023Thru09- 30
Race	23	20	12	10	20	13
Color	8	3	7	3	12	5
Religion	1	3	2	0	3	1
Reprisal	32	27	24	18	25	28
Sex	23	13	17	4	20	14
PDA	1	0	0	0	1	0
National Origin	3	5	8	3	6	2
Equal Pay Act	2	0	0	0	1	2
Age	18	9	11	11	19	17
Disability	24	20	13	16	17	15
Genetics	0	0	0	0	0	0
Non-EEO	1	3	4	4	5	4

Complete to her Leave	Comparative Previous Fiscal Year Da						
Complaints by Issue	Pre	vious]	Fiscal	Year I	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.		2019	2020	2021	2022	2023Thru09- 30	
Appointment/Hire	2	3	5	2	6	7	
Assignment of Duties*	8	4	3	0	0	0	
Awards	1	0	0	0	0	1	
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	
Disciplinary Action							
Demotion	0	0	0	0	0	0	
Reprimand**	5	2	3	2	0	0	
Suspension	4	2	3	1	3	2	
Removal	0	2	1	1	3	0	
Disciplinary Warning**	0	0	0	0	0	0	
Other Disciplinary Actions**	0	0	0	0	10	3	
Other 2**	0	0	0	0	0	0	
Duty Hours*	0	0	1	0	0	0	
Perf. Eval./ Appraisal	8	5	6	1	9	5	
Examination/Test	0	0	0	0	0	0	
Harassment							
Non-Sexual	25	22	23	16	23	24	
Sexual	3	0	0	1	2	0	
Medical Examination	0	0	0	0	0	1	
Pay including overtime	2	0	2	1	1	2	
Promotion/Non-Selection	9	12	7	1	3	3	
Reassignment							
Denied	0	1	1	0	0	0	
Directed	2	2	2	0	1	3	
Reasonable Accommodation Disability	10	8	5	7	9	5	
Reinstatement*	1	0	0	0	0	0	
Religious Accommodation	0	0	0	0	0	0	

Retirement*			0	1		0	0	0	0	
Sex-Stereotyping			0	0		0	0	0	0	
Telework			1	2		1	0	2	1	
Termination			6	5		2	2	5	3	
Terms/Conditions of Employment*			13	7	1	10	8	0	0	
Time and Attendance			11	4		2	3	5	3	
Training			1	2		1	0	0	1	
Other Terms/Conditions of Employment*	ons of Employment*							15	12	
User Defined - Other 1*	ther 1*							0	0	
User Defined - Other 2*			0	0		0	0	0	0	
User Defined - Other 3*	d - Other 3*							0	0	
User Defined - Other 4*			0	0		0	0	0	0	
								a		
Processing Time		Prev	vious	Fiscal	Yea	r Dat	a		2022Th 00 20	
	201	8 2	019	2020) 2	2021	202	22	2023Thru09-30	
Complaints pending during fiscal year										
Average number of days in investigation	141.0	52 13	9.38	127.9	5 1	14.43	108.	.72	122.34	
Average number of days in final action	155.4	40 11	6.04	183.3	5 16	62.09	97.	60	35.59	
Complaint pending during fiscal year where he	earing	was re	eques	ted						
Average number of days in investigation	151.:	56 13	5.46	46 126.7		22.11	106.	.58	124.00	
Average number of days in final action	34.6	7 63	3.06	70.40) 4	3.25	90.4	42	24.74	
Complaint pending during fiscal year where he	earing	was n	ot rec	quested	1					
Average number of days in investigation	114.0	00 13	6.00	132.2	4 10	00.82	115.	.58	122.64	
Average number of days in final action	254.	18 21	6.11	289.2	5 3	13.18	104.	.23	56.20	
Complaints Dismissed by Agency		Pı	evio	us Fisc	al Y	ear D	ata		1022Th 00 20	
		2018	201	19 20	20	2021	202		2023Thru09-30	
Total Complaints Dismissed by Agency		4	2	ϵ	5	6	4		9	
Average days pending prior to dismissal		138	14	0 16	58	96	64		76	
Complaints W	ithdr	awn b	y Co	mplaiı	nants	s				
Total Complaints Withdrawn by Complainants	3	5	(6	0	3		1		

						Con	ıpa	rativ	e I	D ata		
Total Final Agency Actions Finding		Pr	evi	ous	Fig	scal Y	Yea	r Da	ta		20237	hru09-
Discrimination	2	018	2	019	1	2020	2	021	20	22	•	30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		2		0		0	
Without Hearing	1	100	0	0	0	0	1	50	0	0	0	0
With Hearing	0	0	0	0	1	100	1	50	0	0	0	0
E' l' CD' ' ' ' D I II D '						Con	ıpa	rativ	e I	Data		
Findings of Discrimination Rendered by Basis		Pı	rev	ious	s F	iscal	Ye	ar D	ata	l	2023	Thru09-
Note: Complaints can be filed alleging multiple	20	018	20	19	2	020	20	021	2	022		30
bases. The sum of the bases may not equal total complaints and findings.	# % # % # % # %							%	#	%	#	%
Total Number Findings	0		0		1		2		1		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	1	100	0	0	1	100	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	0	0	2	100	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
Findings After Hearing	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	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	0	0	1	100	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
Findings Without Hearing	0		0		0		1		1		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	0	0	1	100	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	0	0	1	100	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.

						Co	mp	arati	ve	Data		
Finding of Disseining 4ing Day Jane 1 has Jane		P	rev	viou	s F	iscal	Ye	ar Da	ata		2022T	J00 20
Findings of Discrimination Rendered by Issue	20)18	20)19	2	020	2	021	2	022	20231	hru09-30
	#	%	#	%	#	%	#	%	#	%	#	%
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	I	I		ı		l .					ı	I
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
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
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
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	0	0	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	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							
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					
	1 1				Comparative Data											
Pending Complaints Filed in Previous Fiscal Y by Status	Zea:	rs	1	Prev	viou	s F	iscal	Year]	Data	2023	Thru09-					
by Status		2018 2019 2020 202					2021	2022		30						
Total complaints from previous Fiscal Years			6	1	61	L	55	29	10		11					
Total Complainants			5	5	52	2	48	25	10		11					
Number complaints pending																
Investigation			(0	0		0	0	0		0					
ROI issued, pending Complainant's action			(0	0		0	0	0		0					
Hearing			5	56		3	33	18	9		8					
Final Agency Action			3	3	17	7	20	11	1		4					
Appeal with EEOC Office of Federal Operation	Appeal with EEOC Office of Federal Operations			3	18		21	28	39		22					
							Con	npara	tive Da	ıta						
Complaint Investigations				Pre	viou	ıs F	Fiscal	Year	Data	ta 2023Thru09-						
			20	18	20	19	2020	2021	2022		30					
Pending Complaints Where Investigations Exceed Required Time Frames				1	1		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 4th Quarter 2023 for period ending December 31, 2023

	dings Deta : Complain						Law	Violated			
filed bases bases	alleging mi s.The sum of s may not equipolaints and j	ultiple of the yual total	Date of Finding(s)	Agency	Title VII	PDA	Age	Rehab Act	EPA	GINA	Disciplinary Action Decision
e Data	202 Thr Dec	·u	0	USCG	0	0	0	0	0	0	0
ativ		2022	0	USCG	0	0	0	0	0	0	0
Comparative	s Fiscal Data	2021	0	USCG	0	0	0	0	0	0	0
Cor		2020	0	USCG	0	0	0	0	0	0	0
	Previous Year I	2019	0	USCG	0	0	0	0	0	0	0
	P	2018	0	USCG	0	0	0	0	0	0	0

	Comparative Data						
Class Complaints	Previous Fiscal Year Data						
-	2018	2019	2020	2021	2022	2023	
						Thru 12-31	
Number of Class Complaints Filed	0	0	0	0	0	0	

Cla	Class Complaint Details							
		Date Filed	# Plaintiffs	Case Summary	Case Status	Class Certified		

tive Data			0	0	0	0	0
para		2022	0	0	0	0	0
Comparative		2021	0	0	0	0	0
	scal a	2020	0	0	0	0	0
	evious Fisc Year Data	2019	0	0	0	0	0
	revious Fiscal Year Data	2018	0	0	0	0	0
	<u>P</u> r						

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

Civilian (and below)
For 4th Quarter 2023 for period ending December 31, 2023

Comparative Data						
Previous Fiscal Year Data						
2018	2019	2020	2021	2022	2023	
					Thru	
					Dec 31	
0	0	0	0	0	0	
		2018 2019	Previous Fiscal 2018 2019 2020	Previous Fiscal Year Da 2018 2019 2020 2021	Previous Fiscal Year Data 2018 2019 2020 2021 2022	

Class Complaint 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)	Agenc y	Case Number(s)		
202 Thr Dec 31	3 ru e	0	USCG	0		
	202 2	0	USCG	0		
Fisca Data	202 1	0	USCG	0		
Previous Fiscal Year Data	202 0	0	USCG	0		
	201 9	0	USCG	0		
	201 8	0	USCG	0		