

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

## Civilian (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
<b>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.</b>	2018	2019	2020	2021	2022	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
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	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*	0	0	0	0	15	12
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	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	122.34
Average number of days in final action	155.40	116.04	183.35	162.09	97.60	35.59
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	124.00
Average number of days in final action	34.67	63.06	70.40	43.25	90.42	24.74
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	122.64
Average number of days in final action	254.18	216.11	289.25	313.18	104.23	56.20
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	4	2	6	6	4	9
Average days pending prior to dismissal	138	140	168	96	64	76
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	5	6	0	3	1

[illegible]

[illegible]

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

[illegible]

[illegible]

[illegible]

[illegible]



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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2023Thru09-30						
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	61	61	55	29	10	11						
Total Complainants	55	52	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	56	43	33	18	9	8						
Final Agency Action	3	17	20	11	1	4						
Appeal with EEOC Office of Federal Operations	13	18	21	28	39	22						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2023Thru09-30						
	2018	2019	2020	2021	2022							
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

<i>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	Law Violated						Disciplinary Action Decision
				Title VII	PDA	Age	Rehab Act	EPA	GINA	
Comparative Data	2023 Thru Dec 31	0	USCG	0	0	0	0	0	0	0
	Previous Fiscal Year Data	2022	USCG	0	0	0	0	0	0	0
		2021	USCG	0	0	0	0	0	0	0
		2020	USCG	0	0	0	0	0	0	0
		2019	USCG	0	0	0	0	0	0	0
		2018	USCG	0	0	0	0	0	0	0

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

<i>Class Complaint Details</i>						
		Date Filed	# Plaintiffs	Case Summary	Case Status	Class Certified

Comparative Data	2023 Thru Dec 31		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 4th Quarter 2023 for period ending December 31, 2023

<i>Class Complaints Finding Discrimination</i>	Comparative Data					
	Previous Fiscal Year Data					2023 Thru Dec 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 Dec 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