

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

Military (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	21	20	29	26	160	38
Number of Complainants	21	20	29	23	141	38
Repeat Filers	0	0	0	3	17	0

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	9	11	12	5	5	4
Color	4	5	3	2	3	2
Religion	1	2	2	1	146	21
Reprisal	10	11	10	19	15	7
Sex	11	8	10	10	10	8
PDA	1	0	0	0	2	1
National Origin	3	5	11	3	3	6
Equal Pay Act	0	0	0	0	0	0
Age	1	0	0	0	1	1
Disability	0	4	6	3	6	6
Genetics	0	0	0	2	4	0
Non-EEO	2	5	3	2	5	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
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	0	0	0	0	0	1
Assignment of Duties*	4	0	4	3	0	0
Awards	1	3	2	3	2	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	2	0	2	0
Reprimand**	8	6	2	7	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	5	2	2	3
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	8	6
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	1	0	0	0
Perf. Eval./ Appraisal	11	9	8	12	5	4
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	11	10	13	10	12	8
Sexual	2	1	1	0	1	0
Medical Examination	0	1	1	0	0	0
Pay including overtime	1	1	0	0	1	1
Promotion/Non-Selection	2	1	2	4	4	5
Reassignment						
Denied	0	0	2	1	0	0
Directed	2	2	0	2	0	1
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	1	0

Retirement*		0	0	1	0	0	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	0	1	0	0	0
Termination		0	0	1	0	0	0
Terms/Conditions of Employment*		7	6	8	10	0	0
Time and Attendance		0	1	1	0	2	0
Training		3	1	0	1	3	0
Other Terms/Conditions of Employment*		0	0	0	0	146	24
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	150.00	142.38	136.05	113.86	110.59	138.00	
Average number of days in final action	34.43	56.58	69.00	308.00	128.83	85.83	
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	0	0	0	0	0	0	
Average number of days in final action	0	0	0	0	0	0	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	150.00	142.38	136.05	113.86	110.59	138.00	
Average number of days in final action	34.43	56.58	69.00	308.00	128.83	85.83	
Complaints Dismissed by Agency		Comparative Data					
		Previous Fiscal Year Data					2023Thru09-30
		2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency		2	4	4	25	126	11
Average days pending prior to dismissal		59	110	39	163	39	32
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants		0	0	1	0	0	0

[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	0	0	0	1	0	0						
Total Complainants	0	0	0	1	0	0						
Number complaints pending												
Investigation	0	0	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	0	0	0	0	0	0						
Final Agency Action	0	0	0	1	0	0						
Appeal with EEOC Office of Federal Operations	1	3	3	3	3	1						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2023Thru09-30						
	2018	2019	2020	2021	2022							
Pending Complaints Where Investigations Exceed Required Time Frames	0	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 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