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

#### Military (and below)

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

			C	omparat	ive Data	
<b>Complaint Activity</b>	]	Previous	Fiscal Y	ear Dat	a	2023Thru09-30
	2018	2019	2020	2021	2022	2023 I IIFU09-30
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 Pasis			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	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

Commission to have I among			Com	parati	ve Dat	ta
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.	2018	2019	2020	2021	2022	2023Thru09- 30
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	140	6 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		
			(	Com	parativ	e Da	ta				
Processing Time		Prev	vious	Fisc	al Y	ear Da	ta		2022771 00 20		
	201	8 20	019	202	20	2021	20	22	2023Thru09-30		
Complaints pending during fiscal year											
Average number of days in investigation	150.0	00 14	2.38	136	.05	113.86	110	).59	138.00		
Average number of days in final action	34.4	3 56	5.58	69.	00	308.00	128	3.83	85.83		
Complaint pending during fiscal year where he	earing	was re	eques	ted							
Average number of days in investigation	0		0	0	)	0	(	)	0		
Average number of days in final action	0	0 0 0 0 0						0			
Complaint pending during fiscal year where he	earing	was n	ot rec	uest	ed						
Average number of days in investigation	150.0	00 14	2.38	136	.05	113.86	110	).59	138.00		
Average number of days in final action	34.4	3   56	5.58	69.	00	308.00	128	3.83	85.83		
					Co	mpara	tive ]	Data	ı		
Complaints Dismissed by Agency Previous Fiscal Year Data											
		2018	201	9 2	2020	2021	202		2023Thru09-30		
Total Complaints Dismissed by Agency		2	4		4	25	12	6	11		
Average days pending prior to dismissal		59	11	0	39	163	39	7	32		
Complaints W	ithdr	awn b	y Co	mpla	aina	nts					
Total Complaints Withdrawn by Complainants	3	0	0		1	0	0		0		

						(	Com	pa	rati	ve ]	Data			
<b>Total Final Agency Actions Finding</b>		Pı	rev	io	us F	isc	al Y	'ea	r D	ata		20231	hru09-	
Discrimination	2	018	8	20	19	20	20	20	)21	20	22	•	30	
	#	9/	ó	#	<b>%</b>	#	<b>%</b>	#	%	#	%	#	%	
Total Number Findings	1			0		0		0		0		0		
Without Hearing	1	10	00	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	)	0	0	0	0	0	0	0	0	0	0	
E' l' CD' ' ' ' D l ll D '						(	Con	ıpa	arat	ive	Data	l		
Findings of Discrimination Rendered by Basis		]	Pre	evi	ous	Fig	scal	Υe	ear l	Dat	a	2023	Thru09-	
Note: Complaints can be filed alleging multiple					2019 2020				021	2	022	30		
bases. The sum of the bases may not equal total complaints and findings.	7	<b>4</b> 0	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	(	)		0		0		0		1		0		
Race	(	)	0	0	0	0	0	0	0	0	0	0	0	
Color	(	) (	0	0	0	0	0	0	0	0	0	0	0	
Religion	(	) (	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	(	) (	0	0	0	0	0	0	0	1	100	0	0	
Sex	(	)	0	0	0	0	0	0	0	0	0	0	0	
PDA	(	) (	0	0	0	0	0	0	0	0	0	0	0	
National Origin	(	) (	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	(	C	0	0	0	0	0	0	0	0	0	0	0	
Age	(	C	0	0	0	0	0	0	0	0	0	0	0	
Disability	(		0	0	0	0	0	0	0	0	0	0	0	
Genetics	(	)	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	(	)	0	0	0	0	0	0	0	0	0	0	0	
												T.		
Findings After Hearing	(	)		0		0		0		0		0		
Race	(	)	0	0	0	0	0	0	0	0	0	0	0	
Color	(	)	0	0	0	0	0	0	0	0	0	0	0	
Religion	(	) (	0	0	0	0	0	0	0	0	0	0	0	
Reprisal		)	0	0	0	0	0	0	0	0	0	0	0	
Sex	(	) (	0	0	0	0	0	0	0	0	0	0	0	
PDA	(	) (	0	0	0	0	0	0	0	0	0	0	0	
National Origin	(	C	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	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
Findings Without Hearing	0		0		0		0		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	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.

						Co	mp	ara	tive	Data	a	
Findings of Disposite Aires Decident day Inc.		Pı	evi	ous	Fis	scal	Ye	ar I	ata	a	2022T	100 20
Findings of Discrimination Rendered by Issue	20	)18	20	)19	20	)20	20	)21	2	022	20231	hru09-30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		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												<u> </u>
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	- 1					ı					I	I
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	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
Findings After Hearing	0		0		0		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 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	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	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

II D C 1 04 2*											^	
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		0		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	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		
					(	Con	npa	rati	ive Da	ata				
Pending Complaints Filed in Previous Fiscal Ye by Status	ing Complaints Filed in Previous Fiscal Years  by Status								r D	ata	2023	Thru09-		
by Status		2018	3 2	2019	20	20	202	21	2022		30			
Total complaints from previous Fiscal Years			0		0	(	)	1		0		0		
Total Complainants			0		0	(	)	1		0		0		
Number complaints pending														
Investigation			0		0	(	)	0		0		0		
ROI issued, pending Complainant's action			0		0	(	)	0	)	0		0		
Hearing			0		0	(	)	0	)	0		0		
Final Agency Action			0		0	0 (		0		1		0		0
Appeal with EEOC Office of Federal Operation	Appeal with EEOC Office of Federal Operations					3	3	3		3		1		
					(	Con	npa	rat	ive D	ata				
Complaint Investigations			Pı	·evi	ious	Fis	cal	Yea	ır I	Data	2023	3Thru09-		
			201	8 2	2019	20	)20	20	21	2022		30		
Pending Complaints Where Investigations Exceed Required Time Frames					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

Fine	dings Deta	ails									
	: Complain						Law '	Violated			
bases bases	d alleging multiple es. The sum of the es may not equal tota uplaints and findings		Date of Finding(s)	Agency	Title VII	PDA	Age	Rehab Act	EPA	GINA	Disciplinary Action Decision
e Data	202 Thi Dec	·u	0	USCG	0	0	0	0	0	0	0
ativ		2022	0	USCG	0	0	0	0	0	0	0
Comparative	Fiscal )ata	2021	0	USCG	0	0	0	0	0	0	0
Cor	vious Fisc Year Data	2020	0	USCG	0	0	0	0	0	0	0
	Previous Year I	2019	0	USCG	0	0	0	0	0	0	0
	d	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

Class Complaints Finding Discrimination	Comparative Data						
Transit of the state of the sta	Previous Fiscal Year Data						
	2018	2019	2020	2021	2022	2023	
						Thru Dec 31	
Total Number of Class Complaint Findings	0	0	0	0	0	0	

Class Con	nplaint F	indings Deta	ails	
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 c	0	USCG	0
-	202 2	0	USCG	0
Fisca	202 1	0	USCG	0
Previous Fiscal Year Data	202 0	0	USCG	0
Pro	201 9	0	USCG	0
	201 8	0	USCG	0