



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

Civilian (and below)

For 2nd Quarter 2021 for period ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 03-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	45	41	58	49	41	17
Number of Complainants	45	37	53	47	40	15
Repeat Filers	0	4	5	2	1	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 03- 31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2016	2017	2018	2019	2020	
Race	15	24	23	20	12	<u>4</u>
Color	4	5	8	3	7	<u>0</u>
Religion	0	1	1	3	2	<u>1</u>
Reprisal	28	24	32	27	24	<u>10</u>
Sex	12	16	23	13	17	<u>2</u>
PDA	0	0	1	0	0	<u>0</u>
National Origin	4	5	3	5	8	<u>1</u>
Equal Pay Act	0	1	2	0	0	<u>0</u>
Age	17	11	18	9	11	<u>2</u>
Disability	13	17	24	20	13	<u>10</u>
Genetics	0	0	0	0	0	<u>0</u>
Non-EEO	0	0	1	3	4	<u>2</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 03- 31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2016	2017	2018	2019	2020	
Appointment/Hire	1	2	2	3	5	<u>2</u>
Assignment of Duties	1	1	8	4	3	<u>0</u>
Awards	0	2	1	0	0	<u>0</u>
Conversion to Full Time/Perm Status	0	0	0	0	0	<u>0</u>
Disciplinary Action						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand	3	1	5	2	3	<u>1</u>
Suspension	1	3	4	2	3	<u>1</u>
Removal	0	0	0	2	1	<u>1</u>
Duty Hours	1	0	0	0	1	<u>0</u>
Perf. Eval./ Appraisal	2	2	8	5	6	<u>0</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	26	25	25	22	23	<u>8</u>
Sexual	1	1	3	0	0	<u>1</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay including overtime	2	3	2	0	2	<u>1</u>
Promotion/Non-Selection	11	10	9	12	7	<u>0</u>
Reassignment						
Denied	2	0	0	1	1	<u>0</u>
Directed	2	2	2	2	2	<u>0</u>
Reasonable Accommodation Disability	9	6	10	8	5	<u>3</u>
Reinstatement	0	0	1	0	0	<u>0</u>
Religious Accommodation	0	0	0	0	0	<u>0</u>
Retirement	0	0	0	1	0	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 03- 31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2016	2017	2018	2019	2020	
Sex-Stereotyping	0	0	0	0	0	<u>0</u>
Telework	0	3	1	2	1	<u>0</u>
Termination	4	4	6	5	2	<u>2</u>
Terms/Conditions of Employment	4	9	13	7	10	<u>5</u>
Time and Attendance	3	1	11	4	2	<u>3</u>
Training	2	3	1	2	1	<u>0</u>
Other						

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 03-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	203.41	207.48	141.62	139.38	127.95	120.71
Average number of days in final action	42.50	61.18	155.40	116.04	183.35	194.73
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	188.23	213.71	151.56	135.46	126.79	123.90
Average number of days in final action	36.75	26.80	34.67	63.06	70.40	30.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	214.80	200.76	114.00	136.00	132.24	114.50
Average number of days in final action	54.00	89.83	254.18	216.11	289.25	381.57

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 03-31
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	1	5	4	2	6	<u>3</u>
Average days pending prior to dismissal	100	129	138	140	168	98
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	3	5	6	<u>0</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 03-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		2	
Without Hearing	0	0	0	0	0	0	0	0	0	0	<u>1</u>	50
With Hearing	0	0	0	0	0	0	0	0	1	100	<u>1</u>	50

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 03-31	
	2016		2017		2018		2019		2020			
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</u>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		2	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>2</u>	100
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings After Hearing												
	0		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
											<u>1</u>	

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 03-31	
	2016		2017		2018		2019		2020			
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</u>	#	%	#	%	#	%	#	%	#	%	#	%
Disability	0	0	0	0	0	0	0	0	0	0		100
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		0		0		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>1</u>	100
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 03-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	<u>2</u>	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 03-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
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 - User Define												
Findings After Hearing	0		0		0		0		1		1	
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
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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 03-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	100
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 - User Define												
Findings Without Hearing	0		0		0		0		0		1	
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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 03-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Removal	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	1	100
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 - User Define												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 03- 31
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	29	62	61	61	55	<u>59</u>
Total Complainants	26	56	55	52	48	54
Number complaints pending						
Investigation	0	0	0	0	0	<u>0</u>
ROI issued, pending Complainant's action	0	0	0	0	0	<u>0</u>
Hearing	24	50	56	43	33	<u>39</u>
Final Agency Action	3	8	3	17	20	<u>20</u>
Appeal with EEOC Office of Federal Operations	10	9	13	18	21	<u>24</u>

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 03- 31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	1	0	<u>0</u>

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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 2nd Quarter 2021 for period ending March 31, 2021

Findings Details											
		Date of Finding(s)	Agency	Law Violated						Disciplinary Action Decision	
				Title VII	PDA	Age	Rehab Act	EPA	GINA		
Comparative Data	2021 Thru March 31	1/26/2021	USCG	0	0	0	1	0	0	N	
		1/5/2021	USCG	0	0	0	1	0	0	N	
	Previous Fiscal Year Data	2020	9/3/2020	USCG	1	0	0	0	0	0	N
		2019	0	USCG	0	0	0	0	0	0	0
		2018	0	USCG	0	0	0	0	0	0	0
		2017	0	USCG	0	0	0	0	0	0	0
		2016	0	USCG	0	0	0	0	0	0	0

Class Complaints	Comparative Data						2021 Thru March 31
	Previous Fiscal Year Data						
	2016	2017	2018	2019	2020		
Number of Class Complaints Filed	0	0	0	0	0	0	0

Class Complaint Details						
Comparative Data	2021 Thru March 31	Date Filed	# Plaintiffs	Case Summary	Case Status	Class Certified
			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
	2017	0	0	0	0	0
	2016	0	0	0	0	0

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

Civilian (and below)

For 2nd Quarter 2021 for period ending March 31, 2021

<i>Class Complaints Finding Discrimination</i>	Comparative Data					
	Previous Fiscal Year Data					2021 Thru March 31
	2016	2017	2018	2019	2020	
Total Number of Class Complaint Findings	0	0	0	0	0	0

Class Complaint Findings Details			
<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)
2021 Thru March 31	0	USCG	0
Previous Fiscal Year Data	2020	USCG	0
	2019	USCG	0
	2018	USCG	0
	2017	USCG	0
	2016	USCG	0