



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

Military (and below)

For 3rd Quarter 2021 for period ending June 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	23	16	21	20	29	17
Number of Complainants	22	14	21	20	29	16
Repeat Filers	1	1	0	0	0	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06- 30
<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	4	6	9	11	12	2
Color	1	2	4	5	3	0
Religion	0	1	1	2	2	1
Reprisal	9	11	10	11	10	13
Sex	16	6	11	8	10	7
PDA	1	0	1	0	0	0
National Origin	5	4	3	5	11	3
Equal Pay Act	0	0	0	0	0	0
Age	1	1	1	0	0	0
Disability	1	0	0	4	6	2
Genetics	0	0	0	0	0	1
Non-EEO	4	1	2	5	3	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06- 30
<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	0	0	0	0	0
Assignment of Duties	2	2	4	0	4	2
Awards	0	0	1	3	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	1	2	0
Reprimand	1	3	8	6	2	5
Suspension	0	0	0	0	0	0
Removal	2	0	0	0	5	2
Duty Hours	0	0	1	0	1	0
Perf. Eval./ Appraisal	3	10	11	9	8	8
Examination/Test	0	1	0	0	1	0
Harassment						
Non-Sexual	12	8	11	10	13	7
Sexual	1	0	2	1	1	0
Medical Examination	0	1	0	1	1	0
Pay including overtime	0	0	1	1	0	0
Promotion/Non-Selection	1	0	2	1	2	3
Reassignment						
Denied	0	2	0	0	2	1
Directed	3	0	2	2	0	1
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	0	0	0	0	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06- 30
<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	0
Telework	0	0	0	0	1	0
Termination	1	2	0	0	1	0
Terms/Conditions of Employment	6	6	7	6	8	6
Time and Attendance	0	1	0	1	1	0
Training	1	0	3	1	0	1
Other						

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	205.78	225.71	150.00	142.38	136.05	116.94
Average number of days in final action	50.11	65.25	34.43	56.58	69.00	59.87
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	205.78	225.71	150.00	142.38	136.05	116.94
Average number of days in final action	50.11	65.25	34.43	56.58	69.00	59.87

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06-30
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	4	2	2	4	4	<u>19</u>
Average days pending prior to dismissal	68	195	59	110	39	168
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	2	0	0	1	<u>0</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		0	
Without Hearing	0	0	0	0	1	100	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		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	0	0	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	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 After Hearing												
Findings After Hearing	0		0		0		0		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	0	0	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

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
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												
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	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	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	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												
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	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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	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	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 - User Define												
Findings Without 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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	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	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 - User Define												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06- 30
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	1	1	0	0	0	1
Total Complainants	1	1	0	0	0	1
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	0	0	0	0	0	0
Final Agency Action	1	0	0	0	0	1
Appeal with EEOC Office of Federal Operations	0	0	1	3	3	3

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06- 30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0

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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**

Military (and below)

For 3rd Quarter 2021 for period ending June 30, 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 June 30	0	USCG	0	0	0	0	0	0	0	
	Previous Fiscal Year Data	2020	0	USCG	0	0	0	0	0	0	0
		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					
	Previous Fiscal Year Data					2021 Thru June 30
	2016	2017	2018	2019	2020	
Number of Class Complaints Filed	0	0	0	0	0	0

Class Complaint Details						
Comparative Data	2021 Thru June 30	Date Filed	# Plaintiffs	Case Summary	Case Status	Class Certified
				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**

Military (and below)

For 3rd Quarter 2021 for period ending June 30, 2021

<i>Class Complaints Finding Discrimination</i>	Comparative Data					
	Previous Fiscal Year Data					2021 Thru June 30
	2016	2017	2018	2019	2020	
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)
2021 Thru June 30	0	USCG	0
Previous Fiscal Year Data	2020	USCG	0
	2019	USCG	0
	2018	USCG	0
	2017	USCG	0
	2016	USCG	0