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

Civilian (and below)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	41	58	49	41	29	13
Number of Complainants	37	53	47	40	26	12
Repeat Filers	4	5	2	1	3	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12- 31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2017	2018	2019	2020	2021	
Race	24	23	20	12	10	<u>5</u>
Color	5	8	3	7	3	<u>4</u>
Religion	1	1	3	2	0	<u>0</u>
Reprisal	24	32	27	24	18	<u>6</u>
Sex	16	23	13	17	4	<u>6</u>
PDA	0	1	0	0	0	<u>0</u>
National Origin	5	3	5	8	3	<u>1</u>
Equal Pay Act	1	2	0	0	0	<u>0</u>
Age	11	18	9	11	11	<u>8</u>
Disability	17	24	20	13	16	<u>3</u>
Genetics	0	0	0	0	0	<u>0</u>
Non-EEO	0	1	3	4	4	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12- 31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2017	2018	2019	2020	2021	
Appointment/Hire	2	2	3	5	2	<u>1</u>
Assignment of Duties	1	8	4	3	0	<u>2</u>
Awards	2	1	0	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	1	5	2	3	2	<u>1</u>
Suspension	3	4	2	3	1	<u>1</u>
Removal	0	0	2	1	1	<u>1</u>
Duty Hours	0	0	0	1	0	<u>0</u>
Perf. Eval./ Appraisal	2	8	5	6	1	<u>2</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	25	25	22	23	16	<u>6</u>
Sexual	1	3	0	0	1	<u>1</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay including overtime	3	2	0	2	1	<u>0</u>
Promotion/Non-Selection	10	9	12	7	1	<u>1</u>
Reassignment						
Denied	0	0	1	1	0	<u>0</u>
Directed	2	2	2	2	0	<u>0</u>
Reasonable Accommodation Disability	6	10	8	5	7	<u>0</u>
Reinstatement	0	1	0	0	0	<u>0</u>
Religious Accommodation	0	0	0	0	0	<u>0</u>

Retirement	0	0	1	0	0	<u>0</u>
Sex-Stereotyping	0	0	0	0	0	<u>0</u>
Telework	3	1	2	1	0	<u>0</u>
Termination	4	6	5	2	2	<u>1</u>
Terms/Conditions of Employment	9	13	7	10	8	<u>2</u>
Time and Attendance	1	11	4	2	3	<u>3</u>
Training	3	1	2	1	0	<u>0</u>

Other

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	207.48	141.62	139.38	127.95	114.43	110.75
Average number of days in final action	61.18	155.40	116.04	183.35	162.09	121.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	213.71	151.56	135.46	126.79	122.11	84.00
Average number of days in final action	26.80	34.67	63.06	70.40	43.25	73.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	200.76	114.00	136.00	132.24	100.82	137.50
Average number of days in final action	89.83	254.18	216.11	289.25	313.18	219.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	5	4	2	6	6	<u>0</u>
Average days pending prior to dismissal	129	138	140	168	96	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	3	5	6	0	<u>2</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 12-31	
	2017		2018		2019		2020		2021		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		1		0		1		2		0	
Without Hearing	0	0	1	100	0	0	0	0	1	50	<u>0</u>	0
With Hearing	0	0	0	0	0	0	1	100	1	50	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 12-31	
	2017		2018		2019		2020		2021			
<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		1		2		0	
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	1	100	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	2	100	<u>0</u>	0
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		1		1		0	
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	1	100	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	1	100	<u>0</u>	0
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		1		0	
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	1	100	<u>0</u>	0
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										2022 Thru 12-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		2		0	
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	1	100	0	0	<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	2	100	<u>0</u>	0
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	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 After Hearing	0		0		0		1		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
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	1	100	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	<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	1	100	<u>0</u>	0
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
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define												
Findings Without Hearing	0		0		0		0		1		0	
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	0	0	0	<u>0</u>	0
Sexual	0	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	0	<u>0</u>	0
Pay including overtime	0	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	0	<u>0</u>	0
Reassignment													
Denied	0	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	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	100	0	<u>0</u>	0
Reinstatement	0	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	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define													

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12- 31
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	62	61	61	55	29	<u>39</u>
Total Complainants	56	55	52	48	25	33
Number complaints pending						
Investigation	0	0	0	0	0	<u>1</u>
ROI issued, pending Complainant's action	0	0	0	0	0	<u>0</u>
Hearing	50	56	43	33	18	<u>24</u>
Final Agency Action	8	3	17	20	11	<u>13</u>
Appeal with EEOC Office of Federal Operations	9	13	18	21	28	<u>32</u>

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12- 31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	1	0	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 1st Quarter 2022 for period ending December 31, 2022

<i>Findings Details</i>											
		Date of Finding(s)	Agency	Law Violated						Disciplinary Action Decision	
				Title VII	PDA	Age	Rehab Act	EPA	GINA		
Comparative Data	2022 Thru December 31		0	USCG	0	0	0	0	0	0	0
	Previous Fiscal Year Data	2021	1/26/2021	USCG	0	0	0	1	0	0	N
			1/5/2021	USCG	0	0	0	1	0	0	N
		2020	9/3/2020	USCG	1	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

<i>Class Complaints</i>	Comparative Data					
	Previous Fiscal Year Data					2022 Thru December 31
	2017	2018	2019	2020	2021	
Number of Class Complaints Filed	0	0	0	0	0	0

<i>Class Complaint Details</i>						
Comparative Data		Date Filed	# Plaintiffs	Case Summary	Case Status	Class Certified
		2022 Thru December 31	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
		2017	0	0	0	0	0

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

Civilian (and below)

For 1st Quarter 2022 for period ending December 31, 2022

<i>Class Complaints Finding Discrimination</i>	Comparative Data					
	Previous Fiscal Year Data					2022 Thru December 31
	2017	2018	2019	2020	2021	
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)
2022 Thru December 31		0	USCG	0
Previous Fiscal Year Data	2021	0	USCG	0
	2020	0	USCG	0
	2019	0	USCG	0
	2018	0	USCG	0
	2017	0	USCG	0