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

U.S. Geological Survey:USGS (Includes Sub-Level Offices)

## For 3rd Quarter 2024 for period ending June 30, 2024

		Comparative Data											
Part 1 Complaint Activity		Pre	evious Fiscal Year D	lata		2024 Thru 00 20							
	2019	2020	2021	2022	2023	2024 Thru 06-30							
Number of Complaints Filed	23	13	14	20	19	16							
Number of Complainants	23	13	13	19	18	15							
Repeat Filers	0	0	1	1	1	1							

Dort 2 Complaints by Dasia			Compa	rative Data		
Part 2 Complaints by Basis		Pr	evious Fiscal Year	Data		2024 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	– 2024 Thru 06-30
Race	6	5	3	1	5	5
Color	4	1	1	0	2	0
Religion	0	0	1	3	3	0
Reprisal	16	10	10	13	10	6
Sex	8	5	5	9	7	9
PDA	0	1	0	1	1	1
National Origin	6	3	2	4	1	3
Equal Pay Act	0	0	0	0	0	0
Age	11	5	5	10	5	5
Disability	10	4	2	4	9	6
Genetics	0	0	0	0	0	0
Non-EEO	2	1	2	0	0	1

Part 3 Complaints By Issue			Compar	ative 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. The reporting of Reassignment Claims has been changed from two separate Denied and			2024 Thru 06-30			
Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2019	2020	2021	2022	2023	-
Appointment/Hire	3	1	2	5	1	0
Assignment of Duties*	12	3	5	1	0	0
Awards	2	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action	ļ		ł			Ţ
Demotion	0	0	0	0	0	0
Reprimand**	0	1	1	2	0	0
Suspension	0	1	0	1	0	0
Removal	0	0	0	1	0	0
Other Disciplinary Actions**	0	0	0	0	3	4
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	7	2	6	7	2	2
Examination/Test	0	0	0	1	0	0
Harassment						·
Non-Sexual	14	6	8	9	7	6
Sexual	0	0	1	0	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	0	0	0	0
Promotion/Non-Selection	3	3	3	3	3	3
Reassignment						1
Reassignment: Denied/Directed	0	1	1	1	1	1
Directed	2	0	0	0	0	0
Reasonable Accommodation Disability	2	3	1	1	5	5
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	1	1	2
Termination	3	1	1	0	2	3
Terms/Conditions of Employment*	9	2	3	3	0	0
Time and Attendance	6	0	3	0	5	4
Training	3	5	1	1	2	0
Other Terms/Conditions of Employment*	0	0	0	0	8	8
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

			Compar	ative Data		
Part 4 Processing Time		Pr	evious Fiscal Year D	Data		2024 Thru 06 20
	2019	2020	2021	2022	2023	— 2024 Thru 06-30
Complaints pending during fiscal year		·				
Average number of days in investigation	170.53	198.1	180.75	151	151.5	180.50
Average number of days in final action	44.82	141.14	199.11	109.82	61.25	37.00
Complaints pending during fiscal year where h	earing was requested					
Average number of days in investigation	166.62	180.45	194	161.51	144	205.20
Average number of days in final action	38	81.5	179.33	212	27	0.00
Complaints pending during fiscal year where h	earing was not reques	ted				
Average number of days in investigation	179.1	219.67	172.8	158.73	165	135.50
Average number of days in final action	47.38	165	241.2	51.43	164	37.00

		Comparative Data										
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year	Data								
	2019	2020	2021	2022	2023	2024 Thru 06-30						
Part 5 Complaints Dismissed by Agency	2	3	3	0	2	0						
Average days pending prior to dismissal	408	300.33	501.33	0	344.5	0.00						
	Complaints Withd	rawn by Complai	inants									
Total Complaints Withdrawn by Complainants	1	0	1	0	1	1						

					(	Compara	ative Da	ata				
Dart & Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				2024	4 Thru
Part 6 Total Final Agency Actions Finding Discrimination	20	)19	20	)20	20	)21	20	)22	20	)23	06	6-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		4		0		0		1	
Without Hearing	0	0	0	0	4	100	0	0	0	0	1	100
With Hearing	2	100	0	0	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination Rendered by						Compara	tive Data									
Basis				Pre	vious Fis	cal Year D	ata				2024	4 Thru				
Note: Complaints can be filed alleging multiple	20	019	20	)20	20	2021		2021		2021 20		2022		2023		6-30
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%				
Total Number Findings	2		0		4		0		0		1					
Race	0	0.00	0	0.00	2	50.00	0	0.00	0	0.00	0	0.00				
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
Reprisal	2	100.00	0	0.00	4	100.00	0	0.00	0	0.00	1	100.00				
Sex	2	100.00	0	0.00	3	75.00	0	0.00	0	0.00	0	0.00				
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
Age	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00				
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00				
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				

Findings After Hearing	2		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		0		4		0		0		1	
Race	0	0.00	0	0.00	2	50.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	4	100.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	3	75.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with: \* are reported under Other Terms / Conditions of Employment. \*\* are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

					С	ompar	ative D	Data				
Dart 9. Finding of Discrimination Dandared by Jacus				Previo	us Fiso	cal Yea	ar Data	I			2024	Thru 06-
Part 8 Finding of Discrimination Rendered by Issue	20	19	20	20	20	21	20	22	20	23		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		4		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	2	100	0	0	4	100	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
Other 2**	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	1	50	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												
Sexual	2	100	0	0	1	25	0	0	0	0	0	0
Non-Sexual	0	0	0	0	3	75	0	0	0	0	1	100
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		-
Reassignment: Denied/Directed	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	1	50	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	1	50	0	0	3	75	0	0	0	0	0	0
Time and Attendance	1	50	0	0	0	0	0	0	0	0	1	100
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	2		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	2	100	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
Other 2**	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	1	50	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				8	•		•	•			8	
Sexual	2	100	0	0	0	0	0	0	0	0	0	0
Non-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					-	-	-	-			-	
Reassignment: Denied/Directed	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	1	50	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	1	50	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	50	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 Without Hearing	0		0		4		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	4	100	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
Other 2**	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			•	•	•	•			•			·
Sexual	0	0	0	0	1	25	0	0	0	0	0	0
Non-Sexual	0	0	0	0	3	75	0	0	0	0	1	100
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			•		•						•	
Reassignment: Denied/Directed	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	3	75	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100
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

			Compar	ative Data		
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previo	ous Fiscal Yea	ar Data		2024 Thru
	2019	2020	2021	2022	2023	06-30
Total complaints from previous Fiscal Years	8	15	11	4	9	13
Total Complainants	8	15	10	3	7	10
Number complaints pending			-			
Investigation	1	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	2	3
Hearing	7	10	9	3	3	4
Final Agency Action	0	5	2	1	6	8
Appeal with EEOC Office of Federal Operations	0	3	0	4	7	7

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru
	2019	2020	2021	2022	2023	06-30
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0