

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: USAID (and below)

For 1st Quarter 2019 for period ending December 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Number of Complaints Filed	21	32	20	19	30	30
Number of Complainants	20	32	20	18	30	30
Repeat Filers	1	0	0	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	5	13	4	6	14	14
Color	2	5	0	1	5	5
Religion	1	4	0	0	3	3
Reprisal	8	18	2	6	13	13
Sex	9	15	5	8	18	18
PDA	0	0	0	1	1	1
National Origin	8	4	5	0	8	8
Equal Pay Act	0	0	0	0	0	0
Age	7	9	1	1	10	10
Disability	7	10	6	2	8	8
Genetics	0	0	0	0	0	0
Non-EEO	4	4	1	0	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	3	2	2	1	0	0
Assignment of Duties	1	1	0	2	1	1
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	1	0	1	0	0
Suspension	1	1	1	0	0	0
Removal	0	1	4	0	0	0
Other	0	0	1	0	0	0
Duty Hours	2	0	0	0	0	0
Perf. Eval./ Appraisal	1	5	1	2	5	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	9	4	0	1	1
Sexual	1	0	0	1	1	1
Medical Examination	0	1	0	0	0	0
Pay including overtime	1	2	0	4	2	2
Promotion/Non-Selection	3	7	4	0	3	3
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	1	0	0
Reasonable Accommodation Disability	0	4	0	2	3	3
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	0	0	0	0	0	0
Termination	1	2	0	1	2	2
Terms/Conditions of Employment	0	2	4	0	4	4
Time and Attendance	2	1	0	1	1	1
Training	1	0	0	0	0	0
Other						
User Defined - Other 1	0	0	0	1	3	3
User Defined - Other 2	0	0	0	0	1	1
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Dec
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	403.33	331.09	328.3	0	319.93	319.93
Average number of days in final action	96	146.89	104.45	163.6	313	313
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	344.5	377.38	360.25	0	286.43	286.43
Average number of days in final action	96	61	38.5	0	0	0
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	521	270.9	307	0	353.43	353.43						
Average number of days in final action	0	189.83	183.6	163.6	313	313						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Dec	
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	1	11	1	1	2	2						
Average days pending prior to dismissal	44	86	50	32	224	224						
Complaints Withdrawn by Complainants	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Dec	
	2014	2015	2016	2017	2018							
Total Complaints Withdrawn by Complainants	4	3	6	1	2	2						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Dec	
	2014	2015	2016	2017	2018	#	%	#	%	#		%
Total Number Findings	0		1		1	0	0	0	0	0	0	
Without Hearing	0	0	1	100	1	100	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Dec	
	2014	2015	2016	2017	2018	#	%	#	%	#		%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	0		0		1	0	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	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	
Age	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	1	100	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	
Findings After Hearing	0		0		0	0	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	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	
Age	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	
Findings Without Hearing	0		0		1	0	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	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	
Age	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	1	100	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	
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Dec	
	2014	2015	2016	2017	2018	#	%	#	%	#		%
Total Number Findings	0		0		1	0	0	0	0	0	0	
Appointment/Hire	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	
Awards	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	
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours	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	
Examination/Test	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	
Sexual	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	1	100	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												
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	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	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												
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	0	0	1	0	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	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	1	100	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	0		
Retirement	0	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	0		
Telework	0	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	0		
Terms/Conditions of Employment	0	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	0		
Training	0	0	0	0	0	0	0	0	0	0	0	0	0		
Other - User Define															
User Defined - Other 1	0	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	0		
User Defined - Other 3	0	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	0		
	Comparative Data														
	Previous Fiscal Year Data					2019 Thru 31-Dec									
Pending Complaints Filed in Previous Fiscal Years by Status	2014	2015	2016	2017	2018										
Total complaints from previous Fiscal Years	25	25	27	32	31										
Total Complainants	24	24	25	30	29										
Number complaints pending															
Investigation	6	3	2	13	9										
ROI issued, pending Complainant's action	0	0	1	0	1										
Hearing	19	22	24	25	20										
Final Agency Action	4	3	1	6	6										
Appeal with EEOC Office of Federal Operations	0	0	0	0	0										
	Comparative Data														
	Previous Fiscal Year Data					2019 Thru 31-Dec									
Complaint Investigations	2014	2015	2016	2017	2018										
Pending Complaints Where Investigations Exceed Required Time Frames	14	5	5	17	6										

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

USAID (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

Complaint Activity	Comparative Data						2019 Thru 31-Mar
	Previous Fiscal Year Data						
	2014	2015	2016	2017	2018		
Number of Complaints Filed	21	32	20	19	30	25	
Number of Complainants	20	32	20	18	30	25	
Repeat Filers	1	0	0	1	0	0	
Complaints by Basis	Comparative Data						2019 Thru 31-Mar
	Previous Fiscal Year Data						
	2014	2015	2016	2017	2018		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Race	5	13	4	6	14	13	
Color	2	5	0	1	5	7	
Religion	1	4	0	0	3	2	
Reprisal	8	18	2	6	13	11	
Sex	9	15	5	8	18	16	
PDA	0	0	0	1	1	1	
National Origin	8	4	5	0	8	5	
Equal Pay Act	0	0	0	0	0	0	
Age	7	9	1	1	10	10	
Disability	7	10	6	2	8	3	
Genetics	0	0	0	0	0	0	
Non-EEO	4	4	1	0	1	2	
Complaints by Issue	Comparative Data						2019 Thru 31-Mar
	Previous Fiscal Year Data						
	2014	2015	2016	2017	2018		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Appointment/Hire	3	2	2	1	0	0	
Assignment of Duties	1	1	0	2	1	8	
Awards	0	0	0	0	0	0	
Conversion to Full Time/Perm Status	0	0	0	0	0	0	
Disciplinary Action							
Demotion	0	0	0	0	0	0	
Reprimand	2	1	0	1	0	0	
Suspension	1	1	1	0	0	0	
Removal	0	1	4	0	0	1	
Other	0	0	1	0	0	1	
Duty Hours	2	0	0	0	0	0	
Perf. Eval./ Appraisal	1	5	1	2	5	1	
Examination/Test	0	0	0	0	0	0	
Harassment							
Non-Sexual	3	9	4	0	1	3	
Sexual	1	0	0	1	1	0	
Medical Examination	0	1	0	0	0	0	
Pay including overtime	1	2	0	4	2	1	
Promotion/Non-Selection	3	7	4	0	3	1	
Reassignment							
Denied	0	0	0	0	0	0	
Directed	0	0	0	1	0	1	
Reasonable Accommodation Disability	0	4	0	2	3	0	
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	0	0	0	0	0	0	
Termination	1	2	0	1	2	0	
Terms/Conditions of Employment	0	2	4	0	4	3	
Time and Attendance	2	1	0	1	1	0	
Training	1	0	0	0	0	0	
Other							
User Defined - Other 1	0	0	0	1	3	3	
User Defined - Other 2	0	0	0	0	1	0	
User Defined - Other 3	0	0	0	0	0	0	
User Defined - Other 4	0	0	0	0	0	0	
Processing Time	Comparative Data						2019 Thru 31-Mar
	Previous Fiscal Year Data						
	2014	2015	2016	2017	2018		
Complaints pending during fiscal year							
Average number of days in investigation	403.33	331.09	328.3	0	319.93	310.8	

Average number of days in final action	96	146.89	104.45	163.6	313	129.78						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	344.5	377.38	360.25	0	286.43	332.33						
Average number of days in final action	96	61	38.5	0	0	81.67						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	521	270.9	307	0	353.43	260.56						
Average number of days in final action	0	189.83	183.6	163.6	313	226						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Mar	
	2014		2015		2016		2017		2018			
	Total Complaints Dismissed by Agency	1	11	1	1	2	5					
Average days pending prior to dismissal	44	86	50	32	224	107						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	4	3	6	1	2	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Mar	
	2014		2015		2016		2017		2018			
	Total Number Findings	0		1		1		0	0	0	0	0
Without Hearing	0	0	1	100	1	100	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Mar	
	2014		2015		2016		2017		2018			
	Total Number Findings	0		0		1		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	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	
Age	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	1	100	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	
Findings After Hearing												
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	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	
Age	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	
Findings Without Hearing												
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	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	
Age	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	1	100	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	
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Mar	
	2014		2015		2016		2017		2018			
	Total Number Findings	0		0		1		0	0	0	0	0
Appointment/Hire	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	
Awards	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	
Disciplinary Action												
Demotion	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	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	1	100	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												
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	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												
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		1		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	0	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	0	
Perf. Eval./ Appraisal	0	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	0	
Harassment														
Non-Sexual	0	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	0	
Medical Examination	0	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	0	
Promotion/Non-Selection	0	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	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0	
Reasonable Accommodation Disability	0	0	0	0	1	100	0	0	0	0	0	0	0	
Reinstatement	0	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	0	
Retirement	0	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	0	
Telework	0	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	0	
Terms/Conditions of Employment	0	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	0	
Training	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other - User Define														
User Defined - Other 1	0	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	0	
User Defined - Other 3	0	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	0	
	Comparative Data													
	Previous Fiscal Year Data						2019							
Pending Complaints Filed in Previous Fiscal Years by Status	2014	2015	2016	2017	2018		Thru							
Total complaints from previous Fiscal Years	25	25	27	32	31		31-Mar							
Total Complainants	24	24	25	30	29									
Number complaints pending														
Investigation	6	3	2	13	9									
ROI issued, pending Complainant's action	0	0	1	0	1									
Hearing	19	22	24	25	20									
Final Agency Action	4	3	1	6	6									
Appeal with EEOC Office of Federal Operations	0	0	0	0	0									
	Comparative Data													
	Previous Fiscal Year Data						2019							
Complaint Investigations	2014	2015	2016	2017	2018		Thru							
Pending Complaints Where Investigations Exceed Required Time Frames	14	5	5	17	6		31-Mar							

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: USAID (and below)

For 3rd Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
Number of Complaints Filed	21	32	20	19	30	25
Number of Complainants	20	32	20	18	30	25
Repeat Filers	1	0	0	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	5	13	4	6	14	13
Color	2	5	0	1	5	7
Religion	1	4	0	0	3	2
Reprisal	8	18	2	6	13	11
Sex	9	15	5	8	18	16
PDA	0	0	0	1	1	1
National Origin	8	4	5	0	8	5
Equal Pay Act	0	0	0	0	0	0
Age	7	9	1	1	10	10
Disability	7	10	6	2	8	3
Genetics	0	0	0	0	0	0
Non-EEO	4	4	1	0	1	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	3	2	2	1	0	0
Assignment of Duties	1	1	0	2	1	8
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	1	0	1	0	0
Suspension	1	1	1	0	0	0
Removal	0	1	4	0	0	1
Other	0	0	1	0	0	1
Duty Hours	2	0	0	0	0	0
Perf. Eval./ Appraisal	1	5	1	2	5	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	9	4	0	1	3
Sexual	1	0	0	1	1	0
Medical Examination	0	1	0	0	0	0
Pay including overtime	1	2	0	4	2	1
Promotion/Non-Selection	3	7	4	0	3	1
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	1	0	1
Reasonable Accommodation Disability	0	4	0	2	3	0
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	0	0	0	0	0	0
Termination	1	2	0	1	2	0
Terms/Conditions of Employment	0	2	4	0	4	3
Time and Attendance	2	1	0	1	1	0
Training	1	0	0	0	0	0
Other						
User Defined - Other 1	0	0	0	1	3	3
User Defined - Other 2	0	0	0	0	1	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	403.33	331.09	328.3	0	319.93	310.8
Average number of days in final action	96	146.89	104.45	163.6	313	129.78
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	344.5	377.38	360.25	0	286.43	332.33
Average number of days in final action	96	61	38.5	0	0	81.67
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	521	270.9	307	0	353.43	260.56						
Average number of days in final action	0	189.83	183.6	163.6	313	226						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data						2019 Thru 30-Jun					
	2014	2015	2016	2017	2018							
	Total Complaints Dismissed by Agency	1	11	1	1	2	5					
Average days pending prior to dismissal	44	86	50	32	224	107						
Complaints Withdrawn by Complainants	Comparative Data											
	Previous Fiscal Year Data						2019 Thru 30-Jun					
	2014		2015		2016		2017	2018				
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		0		0		0	
Without Hearing	0	0	1	100	1	100	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data						2019 Thru 30-Jun					
	2014		2015		2016		2017	2018				
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	0		0		1		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	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	
Age	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	1	100	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	
Findings After Hearing	0		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	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	
Age	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	
Findings Without Hearing	0		0		1		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	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	
Age	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	1	100	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	
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data						2019 Thru 30-Jun					
	2014		2015		2016		2017	2018				
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		0	
Appointment/Hire	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	
Awards	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	
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours	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	
Examination/Test	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	
Sexual	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	0
Pay including overtime	0	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	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation Disability	0	0	0	0	1	100	0	0	0	0	0	0	0
Reinstatement	0	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	0
Retirement	0	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	0
Telework	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
User Defined - Other 1	0	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	0
User Defined - Other 3	0	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	0
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	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	0
Awards	0	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	0
Disciplinary Action													
Demotion	0	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	0
Suspension	0	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	0
Other	0	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	0
Perf. Eval./ Appraisal	0	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	0
Harassment													
Non-Sexual	0	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	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	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	0
Directed	0	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	0
Reinstatement	0	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	0
Retirement	0	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	0
Telework	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
User Defined - Other 1	0	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	0
User Defined - Other 3	0	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	0
Findings Without Hearing	0	0	0	0	1	0	0	0	0	0	0	0	0
Appointment/Hire	0	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	0
Awards	0	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	0
Disciplinary Action													
Demotion	0	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	0
Suspension	0	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	0
Other	0	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	0
Perf. Eval./ Appraisal	0	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	0
Harassment													
Non-Sexual	0	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	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	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	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	100	0	0	0	0	0	0	0
Reinstatement	0	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	0
Retirement	0	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	0
Telework	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
User Defined - Other 1	0	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	0
User Defined - Other 3	0	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	0
	Comparative Data												
	Previous Fiscal Year Data					2019 Thru 30-Jun							
Pending Complaints Filed in Previous Fiscal Years by Status	2014	2015	2016	2017	2018								
Total complaints from previous Fiscal Years	25	25	27	32	31	42							
Total Complainants	24	24	25	30	29	40							
Number complaints pending													
Investigation	6	3	2	13	9	6							
ROI issued, pending Complainant's action	0	0	1	0	1	1							
Hearing	19	22	24	25	20	32							
Final Agency Action	4	3	1	6	6	4							
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0							
	Comparative Data												
	Previous Fiscal Year Data					2019 Thru 30-Jun							
Complaint Investigations	2014	2015	2016	2017	2018								
Pending Complaints Where Investigations Exceed Required Time Frames	14	5	5	17	6	7							

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: USAID (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Number of Complaints Filed	21	32	20	19	30	25
Number of Complainants	20	32	20	18	30	25
Repeat Filers	1	0	0	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	5	13	4	6	14	13
Color	2	5	0	1	5	7
Religion	1	4	0	0	3	2
Reprisal	8	18	2	6	13	11
Sex	9	15	5	8	18	16
PDA	0	0	0	1	1	1
National Origin	8	4	5	0	8	5
Equal Pay Act	0	0	0	0	0	0
Age	7	9	1	1	10	10
Disability	7	10	6	2	8	3
Genetics	0	0	0	0	0	0
Non-EEO	4	4	1	0	1	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	3	2	2	1	0	0
Assignment of Duties	1	1	0	2	1	8
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	1	0	1	0	0
Suspension	1	1	1	0	0	0
Removal	0	1	4	0	0	1
Other	0	0	1	0	0	1
Duty Hours	2	0	0	0	0	0
Perf. Eval./ Appraisal	1	5	1	2	5	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	9	4	0	1	3
Sexual	1	0	0	1	1	0
Medical Examination	0	1	0	0	0	0
Pay including overtime	1	2	0	4	2	1
Promotion/Non-Selection	3	7	4	0	3	1
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	1	0	1
Reasonable Accommodation Disability	0	4	0	2	3	0
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	0	0	0	0	0	0
Termination	1	2	0	1	2	0
Terms/Conditions of Employment	0	2	4	0	4	3
Time and Attendance	2	1	0	1	1	0
Training	1	0	0	0	0	0
Other						
User Defined - Other 1	0	0	0	1	3	3
User Defined - Other 2	0	0	0	0	1	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Sep
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	403.33	331.09	328.3	0	319.93	310.8
Average number of days in final action	96	146.89	104.45	163.6	313	129.78
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	344.5	377.38	360.25	0	286.43	332.33
Average number of days in final action	96	61	38.5	0	0	81.67
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	521	270.9	307	0	353.43	260.56						
Average number of days in final action	0	189.83	183.6	163.6	313	226						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	1	11	1	1	2	5						
Average days pending prior to dismissal	44	86	50	32	224	107						
Complaints Withdrawn by Complainants	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014	2015	2016	2017	2018							
Total Complaints Withdrawn by Complainants	4	3	6	1	2	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014	2015	2016	2017	2018							
Total Number Findings	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		0		0		0	
Without Hearing	0	0	1	100	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										2019 Thru 30-Sep	
	2014	2015	2016	2017	2018							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		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	1	100	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	0		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	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
	Age	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
Findings Without Hearing	0		0		1		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	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
	Age	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	1	100	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Sep	
	2014	2015	2016	2017	2018							
Total Number Findings	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		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	0		0		0		0		0		0	
	Demotion	0	0	0	0	0	0	0	0	0	0	0
	Reprimand	0	0	0	0	0	0	0	0	0	0	0
	Suspension	0	0	0	0	0	0	0	0	0	0	0
	Removal	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours	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	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	
Harassment	0		0		0		0		0		0	
	Non-Sexual	0	0	0	0	0	0	0	0	0	0	0
Sexual	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	1	100	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												
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	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	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												
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	0	0	1	0	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	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	1	100	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	0
Retirement	0	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	0
Telework	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
User Defined - Other 1	0	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	0
User Defined - Other 3	0	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	0
	Comparative Data												
	Previous Fiscal Year Data					2019							
Pending Complaints Filed in Previous Fiscal Years by Status	2014	2015	2016	2017	2018	Thru							
Total complaints from previous Fiscal Years	25	25	27	32	31	30-Sep							
Total Complainants	24	24	25	30	29	40							
Number complaints pending													
Investigation	6	3	2	13	9	6							
ROI issued, pending Complainant's action	0	0	1	0	1	1							
Hearing	19	22	24	25	20	32							
Final Agency Action	4	3	1	6	6	4							
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0							
	Comparative Data												
	Previous Fiscal Year Data					2019							
Complaint Investigations	2014	2015	2016	2017	2018	Thru							
Pending Complaints Where Investigations Exceed Required Time Frames	14	5	5	17	6	30-Sep							