

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

**USAID (and below)**

**For 4th Quarter 2015 for period ending September 30, 2015**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	<u>16</u>	20	14	18	21	<u>31</u>
Number of Complainants	16	20	13	18	20	31
Repeat Filers	0	0	1	0	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
<b><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u></b>						
Race	<u>11</u>	9	3	5	5	<u>13</u>
Color	<u>2</u>	2	3	1	2	<u>5</u>
Religion	<u>3</u>	0	1	1	1	<u>4</u>
Reprisal	<u>5</u>	10	6	7	8	<u>16</u>
Sex	<u>8</u>	7	5	10	9	<u>15</u>

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
PDA	<u>0</u>	0	0	0	0	<u>0</u>
National Origin	<u>3</u>	6	4	5	8	<u>4</u>
Equal Pay Act	<u>0</u>	0	0	0	0	<u>0</u>
Age	<u>8</u>	5	5	7	7	<u>9</u>
Disability	<u>1</u>	3	3	2	7	<u>9</u>
Genetics	<u>0</u>	0	0	0	0	<u>0</u>
Non-EEO	<u>1</u>	0	2	2	4	<u>4</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2010	2011	2012	2013	2014	
Appointment/Hire	<u>6</u>	8	5	2	3	<u>2</u>
Assignment of Duties	<u>2</u>	2	1	4	1	<u>1</u>
Awards	<u>0</u>	0	0	0	0	<u>0</u>
Conversion to Full-time	<u>0</u>	0	0	0	0	<u>0</u>
<b>Disciplinary Action</b>						
Demotion	<u>0</u>	0	0	0	0	<u>0</u>
Reprimand	<u>0</u>	0	0	0	2	<u>1</u>
Suspension	<u>0</u>	0	0	1	1	<u>1</u>
Removal	<u>0</u>	0	0	0	0	<u>1</u>
Other	<u>0</u>	0	0	0	0	<u>0</u>
Duty Hours	<u>0</u>	0	0	0	2	<u>0</u>
Evaluation Appraisal	<u>0</u>	1	1	3	1	<u>3</u>
Examination/Test	<u>0</u>	0	0	0	0	<u>0</u>
<b>Harassment</b>						
Non-Sexual	<u>3</u>	5	1	7	3	<u>9</u>
Sexual	<u>0</u>	0	1	1	1	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2010	2011	2012	2013	2014	
Medical Examination	<u>0</u>	0	0	0	0	<u>1</u>
Pay (Including Overtime)	<u>0</u>	0	0	0	1	<u>2</u>
Promotion/Non-Selection	<u>4</u>	0	1	0	3	<u>7</u>
<b>Reassignment</b>						
Denied	<u>0</u>	0	0	0	0	<u>0</u>
Directed	<u>0</u>	1	0	1	0	<u>0</u>
Reasonable Accommodation	<u>1</u>	0	0	1	0	<u>3</u>
Reinstatement	<u>0</u>	0	0	0	0	<u>0</u>
Retirement	<u>0</u>	0	0	0	0	<u>0</u>
Termination	<u>2</u>	1	4	1	1	<u>2</u>
Terms/Conditions of Employment	<u>3</u>	3	3	2	0	<u>2</u>
Time and Attendance	<u>0</u>	1	0	1	2	<u>1</u>
Training	<u>0</u>	0	1	1	1	<u>0</u>
Other	<u>0</u>	0	1	0	0	<u>0</u>

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru09-30</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	262.89	287.43	282.38	317.44	403.33	324.14
Average number of days in final action	4.00	57.40	38.00	177.57	96.00	147.22
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	283.50	284.60	297.88	336.50	344.50	368.50
Average number of days in final action	4.00	19.50	13.00	21.00	96.00	62.00
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	221.67	294.50	257.60	312.00	521.00	270.90
Average number of days in final action	0	82.67	63.00	240.20	0	189.83

Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010		2011		2012		2013		2014			
Total Complaints Dismissed by Agency	<u>0</u>		1		2		0		1		<u>8</u>	
Average days pending prior to dismissal	0		70		155		0		44		111	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	<u>0</u>		3		3		1		4		<u>2</u>	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
With Hearing	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 09-30	
	2010		2011		2012		2013		2014			
#	%	#	%	#	%	#	%	#	%	#	%	
<b><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</u></b>												
<b>Total Number Findings</b>	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 09-30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		0		0	
Appointment/Hire	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full-time	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Evaluation Appraisal	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	<u>0</u>	0	0	0	0	0	0	0	0	0	<u>0</u>	0











Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years	<u>6</u>	11	19	16	25	<u>28</u>
Total Complainants	6	11	19	15	24	26
<b>Number complaints pending</b>						
Investigation	<u>0</u>	1	3	0	6	<u>4</u>
ROI issued, pending Complainant's action	<u>0</u>	0	0	0	0	<u>0</u>
Hearing	<u>6</u>	10	15	14	19	<u>24</u>
Final Agency Action	<u>0</u>	1	3	1	4	<u>4</u>
Appeal with EEOC Office of Federal Operations	<u>0</u>	0	0	0	0	<u>0</u>
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	<u>0</u>	7	3	2	14	<u>6</u>