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

Department of the Interior (Includes Sub-Level Offices)

For 4th Quarter 2024 for period ending September 30, 2024

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	Data		2024 Thru 00 20
	2019	2020	2021	2022	2023	2024 Thru 09-30
Number of Complaints Filed	297	278	240	257	264	282
Number of Complainants	293	269	232	249	260	272
Repeat Filers	4	9	8	8	4	10

Dort 2 Compleinte by Decis			Compar	ative Data		
Part 2 Complaints by Basis		Pre	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 09-30
Race	76	72	83	60	76	84
Color	29	28	20	27	31	39
Religion	8	9	12	32	14	14
Reprisal	157	151	152	125	148	157
Sex	103	107	94	79	84	116
PDA	2	3	2	1	1	4
National Origin	32	12	34	25	27	36
Equal Pay Act	1	1	2	4	3	0
Age	113	101	76	77	102	96
Disability	87	103	76	84	108	108
Genetics	2	1	0	3	5	1
Non-EEO	16	16	8	6	5	10

Part 3 Complaints By Issue	Comparative 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	Previous Fiscal Year Data										
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	35	37	40	30	11	18					
Assignment of Duties*	38	21	26	18	0	0					
Awards	7	3	5	2	2	2					
Conversion to Full Time/Perm Status*	0	0	0	0	0	0					
Disciplinary Action			1								
Demotion	1	0	1	1	1	0					
Reprimand**	7	12	9	6	0	0					
Suspension	8	16	15	14	10	9					
Removal	10	22	5	3	4	2					
Other Disciplinary Actions**	2	3	9	7	29	28					
Other 2**	0	0	0	0	0	0					
Duty Hours*	5	5	5	4	0	0					
Perf. Eval./ Appraisal	33	32	31	28	25	22					
Examination/Test	0	0	5	1	1	1					
Harassment				•		ł					
Non-Sexual	151	126	114	125	142	165					
Sexual	8	8	4	2	2	9					
Medical Examination	1	2	0	3	3	0					
Pay including overtime	6	4	11	10	11	11					
Promotion/Non-Selection	23	39	27	35	43	49					
Reassignment											
Reassignment: Denied/Directed	3	7	2	3	9	7					
Directed	14	6	7	1	0	0					
Reasonable Accommodation Disability	22	40	25	28	46	34					
Reinstatement*	0	0	0	0	0	0					
Religious Accommodation	0	0	0	16	1	0					
Retirement*	1	2	2	4	0	0					
Sex-Stereotyping	0	0	1	0	1	2					
Telework	3	4	3	11	5	5					
Termination	22	25	23	23	20	21					
Terms/Conditions of Employment*	35	35	26	23	0	0					
Time and Attendance	14	21	12	7	18	16					
Training	13	13	6	9	12	6					
Other Terms/Conditions of Employment*	11	12	12	17	81	83					
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 00 20
	2019	2020	2021	2022	2023	— 2024 Thru 09-30
Complaints pending during fiscal year						
Average number of days in investigation	203.24	183.81	224.48	179.68	181.59	222.13
Average number of days in final action	55.4	112.45	108.1	46.31	92.45	40.20
Complaints pending during fiscal year where h	earing was requested				•	
Average number of days in investigation	205.16	179.02	225.26	198.57	182.48	226.59
Average number of days in final action	40.58	74	66.07	34.61	44.64	13.25
Complaints pending during fiscal year where h	earing was not reques	ted			•	
Average number of days in investigation	203.32	180.04	210.81	173.35	184.26	215.87
Average number of days in final action	73.59	157.66	157.12	62.4	221.38	96.89

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year	Data		
	2019	2020	2021	2022	2023	2024 Thru 09-30
Part 5 Complaints Dismissed by Agency	32	26	21	26	6	11
Average days pending prior to dismissal	209.73	165.41	178.18	101.77	207.17	230.27
	Complaints Withd	rawn by Complai	nants			
Total Complaints Withdrawn by Complainants	13	20	22	14	14	20

	Comparative Data											
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	09	9-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		7		26		2		4		2	
Without Hearing	0	0	4	57	21	81	1	50	2	50	2	100
With Hearing	4	100	3	43	5	19	1	50	2	50	0	0

Part 7 Finding of Discrimination Rendered by			Comparative Data									
Basis				Pre	vious Fis	cal Year D	ata				2024	4 Thru
Note: Complaints can be filed alleging multiple	20	019	20)20	20)21	20)22	20)23	09	9-30
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		7		36		2		4		2	
Race	0	0.00	1	14.29	8	30.77	0	0.00	1	20.00	0	0.00
Color	0	0.00	1	14.29	4	15.38	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	3.85	0	0.00	1	20.00	0	0.00
Reprisal	3	75.00	4	57.14	20	76.92	1	50.00	2	40.00	1	50.00
Sex	2	50.00	2	28.57	12	46.15	0	0.00	0	0.00	1	50.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	14.29	2	7.69	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	2	50.00	2	28.57	4	15.38	0	0.00	0	0.00	0	0.00
Disability	0	0.00	4	57.14	8	30.77	1	50.00	1	20.00	2	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	5		3		14		1		2		0	
Race	0	0.00	0	0.00	4	80.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	1	20.00	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	3	75.00	1	33.33	5	100.00	1	100.00	2	100.00	0	0.00
Sex	2	50.00	1	33.33	2	40.00	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	1	20.00	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	2	50.00	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	3	100.00	3	60.00	0	0.00	1	50.00	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		4		22		1		2		2	
Race	0	0.00	1	25.00	4	19.05	0	0.00	1	50.00	0	0.00
Color	0	0.00	1	25.00	3	14.29	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	4.76	0	0.00	1	50.00	0	0.00
Reprisal	0	0.00	3	75.00	15	71.43	0	0.00	0	0.00	1	50.00
Sex	0	0.00	1	25.00	10	47.62	0	0.00	0	0.00	1	50.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	25.00	1	4.76	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	4	19.05	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	25.00	5	23.81	1	100.00	0	0.00	2	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.

	Comparative Data								-			
Part 8 Finding of Discrimination Rendered by Issue				Previo	us Fiso	cal Yea	ar Data	1			202	4 Thru
Fart of finding of Dischimination Rendered by issue	20)19	20	20	20	21	20	22	20	23	09	9-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		7		26		2		5		2	
Appointment/Hire	0	0	3	43	3	12	0	0	2	40	0	0
Assignment of Duties*	3	75	0	0	8	31	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	2	8	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	50
Removal	0	0	0	0	1	4	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	25	0	0	3	12	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment								•				
Sexual	2	50	0	0	2	8	0	0	0	0	0	0
Non-Sexual	1	25	1	14	15	58	0	0	1	20	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	1	14	1	4	0	0	0	0	0	0
Reassignment		Į									1	Į
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	1	14	7	27	1	50	1	20	1	50
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	3	12	0	0	0	0	0	0
Termination	1	25	1	14	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	1	25	0	0	10	42	0	0	0	0	0	0
Time and Attendance	1	25	0	0	3	12	0	0	0	0	0	0
Training	0	0	0	0	1	4	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	1	14	1	4	0	0	1	20	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	4		3		5		1		2		0	
Appointment/Hire	0	0	0	0	1	20	0	0	0	0	0	0
Assignment of Duties*	3	75	0	0	4	80	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	1	20	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	20	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	25	0	0	3	60	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment								•				
Sexual	2	50	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	25	1	33	4	80	0	0	1	50	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	1	33	2	40	0	0	1	50	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	1	20	0	0	0	0	0	0
Termination	1	25	1	33	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	1	25	0	0	4	80	0	0	0	0	0	0
Time and Attendance	1	25	0	0	3	60	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	1	33	0	0	0	0	1	50	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		4		21		1		3		2	
Appointment/Hire	0	0	3	75	3	10	0	0	2	67	0	0
Assignment of Duties*	0	0	0	0	4	19	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	1	5	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	50
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	2	10	0	0	0	0	0	0
Non-Sexual	0	0	0	0	11	52	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	1	25	1	5	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	5	24	1	100	0	0	1	50
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	2	10	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	6	33	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	1	5	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	1	5	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	09-30
Total complaints from previous Fiscal Years	280	272	199	136	156	194
Total Complainants	267	264	191	127	143	182
Number complaints pending	·	•				•
Investigation	8	3	1	0	0	0
ROI issued, pending Complainant's action	2	1	0	1	15	2
Hearing	256	219	183	112	75	74
Final Agency Action	16	47	14	19	73	117
Appeal with EEOC Office of Federal Operations	44	58	78	65	59	71

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data				2024 Thru	
	2019	2020	2021	2022	2023	09-30
Pending Complaints Where Investigations Exceed Required Time Frames	9	2	9	2	3	4