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

National Park Service:NPS (Includes Sub-Level Offices)

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

		Comparative Data											
Part 1 Complaint Activity		Pre	vious Fiscal Year D	Data		2024 Thru 00 20							
	2019	2020	2021	2022	2023	2024 Thru 09-30							
Number of Complaints Filed	83	77	80	67	74	84							
Number of Complainants	82	73	77	66	73	83							
Repeat Filers	1	1											

Dert 2 Compleinte hy Desie			Compa	rative Data		
Part 2 Complaints by Basis		Pro	evious Fiscal Year	Data		0004 Thm.
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	23	26	33	16	22	26
Color	9	12	10	9	9	7
Religion	3	6	3	6	4	3
Reprisal	38	40	41	31	45	47
Sex	31	34	26	23	19	36
PDA	0	0	1	0	0	1
National Origin	3	2	14	3	6	5
Equal Pay Act	0	0	0	2	2	0
Age	27	28	25	24	28	26
Disability	24	32	19	26	34	30
Genetics	1	0	0	0	3	0
Non-EEO	4	3	2	4	3	3

Part 3 Complaints By Issue			Compai	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.			2024 Thru 09-30			
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		1	1	1	1	-
FY2023.	2019	2020	2021	2022	2023	
Appointment/Hire	8	11	18	14	2	7
Assignment of Duties*	12	6	8	4	0	0
Awards	1	1	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	1	0
Reprimand**	0	4	3	2	0	0
Suspension	3	5	4	5	4	2
Removal	4	5	2	0	3	0
Other Disciplinary Actions**	0	0	0	0	9	9
Other 2**	0	0	0	0	0	0
Duty Hours*	1	3	3	1	0	0
Perf. Eval./ Appraisal	9	6	3	6	6	8
Examination/Test	0	0	3	0	0	0
Harassment	1	1		1		
Non-Sexual	34	30	25	26	35	50
Sexual	3	4	1	0	0	3
Medical Examination	1	1	0	0	0	0
Pay including overtime	1	1	4	2	5	4
Promotion/Non-Selection	4	8	4	10	12	16
Reassignment		1	1	1	1	1
Reassignment: Denied/Directed	0	0	0	0	1	1
Directed	4	2	3	1	0	0
Reasonable Accommodation Disability	8	11	5	11	15	7
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	1	0
Retirement*	1	0	0	2	0	0
Sex-Stereotyping	0	0	1	0	1	2
Telework	0	1	0	2	2	1
Termination	3	6	7	4	6	4
Terms/Conditions of Employment*	5	8	8	6	0	0
Time and Attendance	1	7	3	2	3	3
Training	5	3	2	1	1	3
Other Terms/Conditions of Employment*	0	0	0	0	20	21
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	169.08	155.99	166.32	170.48	186.58	230.94
Average number of days in final action	66.75	97.56	120.07	37.2	103.73	35.90
Complaints pending during fiscal year where h	earing was requested					
Average number of days in investigation	167.64	154.19	169.33	189.03	183.11	235.89
Average number of days in final action	61.94	81.13	63.6	27.84	44.29	15.50
Complaints pending during fiscal year where h	earing was not reques	ted			•	•
Average number of days in investigation	172.13	159.72	156.5	179.12	194.63	221.48
Average number of days in final action	73.25	143.27	186.67	52.79	312.8	96.20

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Yea	r Data		
	2019	2020	2021	2022	2023	2024 Thru 09-30
Part 5 Complaints Dismissed by Agency	8	6	7	8	2	5
Average days pending prior to dismissal	123.75	120.67	149.14	190.11	177	166.40
	Complaints Withd	rawn by Complai	inants			
Total Complaints Withdrawn by Complainants	2	9	9	6	5	6

					(Compara	ative Da	ata				
Dort & 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	0		1		6		0		1		1	
Without Hearing	0	0	1	100	5	83	0	0	0	0	1	100
With Hearing	0	0	0	0	1	17	0	0	1	100	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)19	20)20	20)21	20)22	20	023	09	9-30
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		6		0		1		1	
Race	0	0.00	0	0.00	3	50.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	2	33.33	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	1	100.00	2	33.33	0	0.00	1	100.00	1	100.00
Sex	0	0.00	0	0.00	3	50.00	0	0.00	0	0.00	1	100.00
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	2	33.33	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	16.67	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	16.67	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	0		0		1		0		1		0	
Race	0	0.00	0	0.00	1	100.00	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	1	100.00	0	0.00	1	100.00	0	0.00
Sex	0	0.00	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	1	100.00	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		1		5		0		0		1	
Race	0	0.00	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	2	40.00	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	1	100.00	1	20.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	3	60.00	0	0.00	0	0.00	1	100.00
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	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	20.00	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 Disprimination Dandarad by Jacua			1	Previo	us Fise	cal Yea	ar Data	a			2024	Thru 09-
Part 8 Finding of Discrimination Rendered by Issue	20	19	20	20	20	21	2022		2023			30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		6		0		1		1	
Appointment/Hire	0	0	1	100	2	33	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	1	17	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	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	5	83	0	0	1	100	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	1	17	0	0	0	0	1	100
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	1	17	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 After Hearing	0		0		1		0		1		0	
Appointment/Hire	0	0	0	0	1	100	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	1	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				8				•				
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	1	100	0	0	1	100	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	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	1	100	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		1		5		0		0		1	
Appointment/Hire	0	0	1	100	1	20	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					1	1		1		1		
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	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	4	80	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	1	20	0	0	0	0	1	100
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 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	09-30
Total complaints from previous Fiscal Years	75	61	54	44	45	51
Total Complainants	71	60	52	42	42	49
Number complaints pending						
Investigation	1	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	1	0	2
Hearing	71	50	52	37	22	24
Final Agency Action	6	11	2	5	19	26
Appeal with EEOC Office of Federal Operations	13	20	16	14	10	13

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	1	0	0	0	1	4