

**Equal Employment Opportunity Data Posted Pursuant to Title III of the
Notification and Federal Employee Antidiscrimination and
Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-1741**

Comparative Data (2016, 2017, 2018, 2019, and 2020). Previous Fiscal Year Data²

| Complaint Activity | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 through 03/31/21 |
|----------------------------|-------------|-------------|-------------|-------------|-------------|--------------------------------------|
| Number of Complaints Filed | 3 | 4 | 8 | 7 | 8 | 4 |
| Number of Complainants | 3 | 4 | 8 | 7 | 8 | 4 |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 |

| Complaints by Basis | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 through 03/31/21 |
|--|-------------|-------------|-------------|-------------|-------------|--------------------------------------|
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 1 | 3 | 1 | 3 | 4 | 0 |
| Color | 0 | 0 | 0 | 1 | 3 | 2 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 2 | 6 | 3 | 5 | 3 |
| Sex | 2 | 3 | 7 | 2 | 3 | 2 |
| National Origin | 1 | 2 | 0 | 0 | 2 | 0 |
| Equal Pay Act | 1 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 4 | 2 | 3 | 2 | 0 |
| Disability | 2 | 0 | 1 | 5 | 2 | 2 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 |

| Complaints by Issue | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 through 03/31/21 |
|--|-------------|-------------|-------------|-------------|-------------|--------------------------------------|
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | | | | | | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 1 | 2 | 1 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action- Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action - Reprimand | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action - Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action - Suspension | 0 | 0 | 1 | 1 | 0 | 0 |
| Disciplinary Action - Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 1 | 0 | 4 | 2 | 5 | 3 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment - Non-Sexual | 2 | 0 | 6 | 4 | 7 | 3 |
| Harassment - Sexual | 0 | 0 | 3 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 1 | 0 | 1 | 0 | 1 | 0 |
| Promotion/Non-Selection | 0 | 4 | 3 | 2 | 1 | 2 |
| Reassignment - Denied | 2 | 0 | 0 | 0 | 0 | 0 |
| Reassignment - Directed | 0 | 0 | 0 | 0 | 1 | 0 |
| Reasonable Accommodation | 2 | 0 | 0 | 3 | 0 | 2 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 2 | 2 | 2 | 1 |
| Terms/Conditions of Employment | 1 | 0 | 3 | 3 | 6 | 5 |

| | | | | | | |
|---------------------|---|---|---|---|---|---|
| Time and Attendance | 0 | 0 | 1 | 2 | 4 | 1 |
| Training | 0 | 0 | 1 | 0 | 0 | 1 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |

| Processing Time | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 through 03/31/21 |
|---|------|------|------|------|--------|-----------------------|
| Complaints pending (for any length of time) during fiscal year | | | | | | |
| Average number of days in investigation stage ³ | 127 | 1 | 211 | 25 | 301.75 | 200.67 |
| Average number of days in final action stage ⁴ | 138 | 78 | 100 | 286 | 149.67 | 83.67 |
| Complaints pending (for any length of time) during fiscal year where hearing was requested⁵ | NA | NA | NA | NA | NA | NA |
| Average number of days in investigation stage | NA | NA | NA | NA | NA | NA |
| Average number of days in final action stage | NA | NA | NA | NA | NA | NA |
| Complaints pending (for any length of time) during fiscal year where hearing was not requested⁵ | NA | NA | NA | NA | NA | NA |
| Average number of days in investigation stage | NA | NA | NA | NA | NA | NA |
| Average number of days in final action stage | NA | NA | NA | NA | NA | NA |

| Complaints Dismissed by Agency | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 through 03/31/21 |
|---|------|------|------|------|-------|-----------------------|
| Total Complaints Dismissed by Agency | 3 | 2 | 5 | 2 | 2 | 0 |
| Average days pending prior to dismissal | 138 | 27 | 57 | 112 | 205.5 | 0 |

| Complaints Withdrawn by Agency | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 through 03/31/21 |
|--|-------------|-------------|-------------|-------------|-------------|------------------------------|
| Total Complaints Withdrawn by Complainants | 0 | 0 | 2 | 3 | 1 | 1 |

| Total Final Actions Finding Discrimination⁶ | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | 2021 through 03/31/21 | |
|---|-------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|------------------------------|----------|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Without Hearing ⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| With Hearing ⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

| Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | 2021 through 03/31/21 | |
|--|-------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|------------------------------|----------|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | 0 | 0 | 0 | 0 | 0 | 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 |
| 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 |

| | | | | | | | | | | | | |
|---|----|----|----|----|----|----|----|----|----|----|----|----|
| Genetic Information | 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 Hearing⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Race | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Color | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Religion | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reprisal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Sex | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| National Origin | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Equal Pay Act | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Age | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disability | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Genetic Information | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Non-EEO | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Findings Without Hearing⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Race | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Color | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Religion | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reprisal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Sex | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| National Origin | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Equal Pay Act | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Age | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disability | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Genetic Information | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Non-EEO | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

| Findings of Discrimination Rendered by Issue | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | 2021 through 03/31/21 | |
|--|------|---|------|---|------|---|------|---|------|---|-----------------------|---|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 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 | 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 |
| Disciplinary Action - Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action - Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action - Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action - 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 |
| Evaluation 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 |
| Harassment - 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 |

| | | | | | | | | | | | | |
|---|----|----|----|----|----|----|----|----|----|----|----|----|
| Reassignment - Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 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 |
| Retirement | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings After Hearing⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Appointment/Hire | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Assignment of Duties | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Awards | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Conversion to Full-time | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Demotion | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Reprimand | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Suspension | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Removal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Other | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Duty Hours | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Evaluation Appraisal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Examination/Test | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

| | | | | | | | | | | | | |
|---|----|----|----|----|----|----|----|----|----|----|----|----|
| Harassment - Non-Sexual | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Harassment - Sexual | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Medical Examination | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Pay (Including Overtime) | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Promotion/Non-Selection | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reassignment - Denied | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reassignment - Directed | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reasonable Accommodation | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reinstatement | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Retirement | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Termination | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Terms/Conditions of Employment | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Time and Attendance | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Training | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Other | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Findings Without Hearing⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Appointment/Hire | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Assignment of Duties | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Awards | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Conversion to Full-time | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Demotion | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Reprimand | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

| | | | | | | | | | | | | |
|----------------------------------|----|----|----|----|----|----|----|----|----|----|----|----|
| Disciplinary Action - Suspension | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Removal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Other | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Duty Hours | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Evaluation Appraisal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Examination/Test | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Harassment - Non-Sexual | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Harassment - Sexual | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Medical Examination | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Pay (Including Overtime) | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Promotion/Non-Selection | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reassignment - Denied | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reassignment - Directed | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reasonable Accommodation | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reinstatement | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Retirement | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Termination | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Terms/Conditions of Employment | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Time and Attendance | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Training | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Other | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

| Pending Complaints Filed in Previous Fiscal Years by Status | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 through 03/31/21 |
|--|-------------|-------------|-------------|-------------|-------------|------------------------------|
| Total complaints from previous Fiscal Years | 0 | 1 | 2 | 3 | 5 | 9 |
| Total Complainants | 1 | 1 | 2 | 3 | 5 | 9 |

Number complaints pending

| Pending Complaints Filed in Previous Fiscal Years by Status | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 through 03/31/21 |
|--|-------------|-------------|-------------|-------------|-------------|------------------------------|
| Investigation ³ | 1 | 1 | 1 | 2 | 1 | 2 |
| Hearing ⁵ | 0 | 0 | 0 | 0 | NA | NA |
| Final Action ⁴ | 0 | 3 | 5 | 4 | 1 | 3 |
| Appeal with EEOC Office of Federal Operations ⁷ | 3 | 6 | 5 | 3 | NA | NA |

| Complaint Investigations | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 through 03/31/21 |
|--|-------------|-------------|-------------|-------------|-------------|------------------------------|
| Pending Completion Where Investigation Exceeds Required Time Frames ⁸ | 0 | 0 | 0 | 0 | NA | NA |

¹ GAO operates under the EEO complaint process in GAO Order 2713.2, *Discrimination Complaint Resolution Process* (Dec. 9, 2009), not the federal sector EEO complaint process in 29 C.F.R. Part 1614.

² In January 2020, GAO revised its approach to data reporting to better mirror data reported by agencies operating under the federal sector EEO complaint process. GAO did not revise the comparative EEO data from previous fiscal years. See Pub. L. No. 107-174, title III, § 301(c)(2), 116 Stat. 566, 574 (May 15, 2002) (requiring agencies to include “year-end data for each of the 5 immediately preceding fiscal years”).

³ For our purposes here, an “investigation” commences when a complainant or a representative files a complaint and ceases when GAO transmits the investigative file or the supplemental investigative file, whichever is later, to a complainant or a representative.

⁴ For our purposes here, “final action” commences when GAO transmits the investigative file or the supplemental investigative file, whichever is later, to a complainant or a representative and ceases when GAO issues a final decision or the matter is otherwise resolved.

⁵ GAO Order 2713.2 does not provide complainants with the option to request a hearing before an EEOC Administrative Judge. At GAO, unless the matter is resolved or an individual complainant seeks relief from GAO’s Personnel Appeals Board (PAB) or a federal district court, the complainant will receive a final decision within 90 days of receiving a copy of the investigative file.

⁶ For our purposes here, “final action by an agency involving a finding of discrimination” means a final decision, issued by the Comptroller General or designee, with a finding of discrimination.

⁷ GAO Order 2713.2 does not provide complainants with the opportunity to appeal to EEOC’s Office of Federal Operations. Complainants may seek relief, after the receipt of a dismissal or final decision or after certain timeframes have passed, from the PAB or a federal district court.

⁸GAO is not subject to the investigation timeframes in 29 C.F.R. § 1614.106(e)(2). However, GAO Order 2713.2 provides that GAO endeavors to complete an investigation within 180 days of the filing date of an individual complaint.