

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 (2018, 2019, 2020, 2021, and 2022). Previous Fiscal Year Data²

Complaint Activity

	2018	2019	2020	2021	2022	2023 through 03/31/23
Number of Complaints Filed	8	7	8	7	5	2
Number of Complainants	8	7	8	7	5	2
Repeat Filers	0	0	0	0	0	0

Complaints by Basis

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

	2018	2019	2020	2021	2022	2023 through 03/31/23
Race	1	3	4	0	1	1
Color	0	1	3	1	0	0
Religion	0	0	0	0	0	0
Reprisal	6	3	5	6	4	1
Sex	7	2	3	5	2	0
National Origin	0	0	2	1	0	0
Equal Pay Act	0	0	0	0	0	0
Age	2	3	2	1	1	0
Disability	1	5	2	2	3	1
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	2	0

Complaints by Issue

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

	2018	2019	2020	2021	2022	2023 through 03/31/23
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	1	2	1	2	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	1	1	0	1	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	4	2	5	4	3	0
Examination/Test	0	0	0	0	0	0
Harassment - Non-Sexual	6	4	7	5	4	1
Harassment - Sexual	3	0	0	4	0	0
Medical Examination	0	0	0	0	0	1
Pay (Including Overtime)	1	0	1	0	0	0
Promotion/Non-Selection	3	2	1	2	1	0
Reassignment - Denied	0	0	0	0	1	0
Reassignment - Directed	0	0	1	0	0	0
Reasonable Accommodation	0	3	0	2	2	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	2	2	1	0	0
Terms/Conditions of Employment	3	3	6	6	0	0
Time and Attendance	1	2	4	1	1	0
Training	1	0	0	1	0	0
Other	0	0	0	0	0	0

Complaints pending (for any length of time) during fiscal year

Processing Time

	2018	2019	2020	2021	2022	2023 through 03/31/23
Average number of days in investigation stage ³	211	25	301.75	261	311.4	264.5
Average number of days in final action stage ⁴	100	286	190.83	210.67	64.4	84
Complaints pending (for any length of time) during fiscal year where hearing was requested ⁵	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 requested ⁵	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

	2018	2019	2020	2021	2022	2023 through 03/31/23
Total Complaints Dismissed by Agency	5	2	2	1	1	0
Average days pending prior to dismissal	57	112	205.5	724	227	0

Complaints Withdrawn by Agency

	2018	2019	2020	2021	2022	2023 through 03/31/23
Total Complaints Withdrawn by Complainants	2	3	1	4	3	0

Total Final Actions Finding Discrimination⁶

	2018		2019		2020		2021		2022		2023 through 03/31/23	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing ⁵	NA	NA	NA	NA								
With Hearing ⁵	NA	NA	NA	NA								

Findings of Discrimination Rendered by Basis⁷

	2018		2019		2020		2021		2022		2023 through 03/31/23	
	#	%	#	%	#	%	#	%	#	%	#	%
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

	2018		2019		2020		2021		2022		2023 through 03/31/23	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing ⁵	NA	NA	NA	NA								
Race	NA	NA	NA	NA								
Color	NA	NA	NA	NA								
Religion	NA	NA	NA	NA								
Reprisal	NA	NA	NA	NA								
Sex	NA	NA	NA	NA								
National Origin	NA	NA	NA	NA								
Equal Pay Act	NA	NA	NA	NA								
Age	NA	NA	NA	NA								
Disability	NA	NA	NA	NA								
Genetic Information	NA	NA	NA	NA								
Non-EEO	NA	NA	NA	NA								
Findings Without Hearing ⁵	NA	NA	NA	NA								
Race	NA	NA	NA	NA								
Color	NA	NA	NA	NA								
Religion	NA	NA	NA	NA								
Reprisal	NA	NA	NA	NA								
Sex	NA	NA	NA	NA								
National Origin	NA	NA	NA	NA								
Equal Pay Act	NA	NA	NA	NA								
Age	NA	NA	NA	NA								
Disability	NA	NA	NA	NA								
Genetic Information	NA	NA	NA	NA								
Non-EEO	NA	NA	NA	NA								

Findings of Discrimination Rendered by Issue

	2018		2019		2020		2021		2022		2023 through 03/31/23	
	#	%	#	%	#	%	#	%	#	%	#	%
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

	2018		2019		2020		2021		2022		2023 through 03/31/23	
	#	%	#	%	#	%	#	%	#	%	#	%
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 Hearing ⁵	NA	NA	NA	NA								
Appointment/Hire	NA	NA	NA	NA								
Assignment of Duties	NA	NA	NA	NA								
Awards	NA	NA	NA	NA								
Conversion to Full-time	NA	NA	NA	NA								
Disciplinary Action - Demotion	NA	NA	NA	NA								
Disciplinary Action - Reprimand	NA	NA	NA	NA								
Disciplinary Action - Suspension	NA	NA	NA	NA								
Disciplinary Action - Removal	NA	NA	NA	NA								
Disciplinary Action - Other	NA	NA	NA	NA								
Duty Hours	NA	NA	NA	NA								
Evaluation Appraisal	NA	NA	NA	NA								
Examination/Test	NA	NA	NA	NA								
Harassment - Non-Sexual	NA	NA	NA	NA								
Harassment - Sexual	NA	NA	NA	NA								
Medical Examination	NA	NA	NA	NA								
Pay (Including Overtime)	NA	NA	NA	NA								
Promotion/Non-Selection	NA	NA	NA	NA								
Reassignment - Denied	NA	NA	NA	NA								
Reassignment - Directed	NA	NA	NA	NA								
Reasonable Accommodation	NA	NA	NA	NA								

	2018		2019		2020		2021		2022		2023 through 03/31/23	
	#	%	#	%	#	%	#	%	#	%	#	%
Reinstatement	NA	NA	NA	NA								
Retirement	NA	NA	NA	NA								
Termination	NA	NA	NA	NA								
Terms/Conditions of Employment	NA	NA	NA	NA								
Time and Attendance	NA	NA	NA	NA								
Training	NA	NA	NA	NA								
Other	NA	NA	NA	NA								
Findings Without Hearing ⁵	NA	NA	NA	NA								
Appointment/Hire	NA	NA	NA	NA								
Assignment of Duties	NA	NA	NA	NA								
Awards	NA	NA	NA	NA								
Conversion to Full-time	NA	NA	NA	NA								
Disciplinary Action - Demotion	NA	NA	NA	NA								
Disciplinary Action - Reprimand	NA	NA	NA	NA								
Disciplinary Action - Suspension	NA	NA	NA	NA								
Disciplinary Action - Removal	NA	NA	NA	NA								
Disciplinary Action - Other	NA	NA	NA	NA								
Duty Hours	NA	NA	NA	NA								
Evaluation Appraisal	NA	NA	NA	NA								
Examination/Test	NA	NA	NA	NA								
Harassment - Non-Sexual	NA	NA	NA	NA								
Harassment - Sexual	NA	NA	NA	NA								
Medical Examination	NA	NA	NA	NA								
Pay (Including Overtime)	NA	NA	NA	NA								
Promotion/Non-Selection	NA	NA	NA	NA								

	2018		2019		2020		2021		2022		2023 through 03/31/23	
	#	%	#	%	#	%	#	%	#	%	#	%
Reassignment - Denied	NA	NA	NA	NA								
Reassignment - Directed	NA	NA	NA	NA								
Reasonable Accommodation	NA	NA	NA	NA								
Reinstatement	NA	NA	NA	NA								
Retirement	NA	NA	NA	NA								
Termination	NA	NA	NA	NA								
Terms/Conditions of Employment	NA	NA	NA	NA								
Time and Attendance	NA	NA	NA	NA								
Training	NA	NA	NA	NA								
Other	NA	NA	NA	NA								

Pending Complaints Filed in Previous Fiscal Years by Status

	2018	2019	2020	2021	2022	2023 through 03/31/23
Total complaints from previous Fiscal Years	2	3	5	9	4	2
Total Complainants	1	2	3	5	4	2

Number complaints pending

Pending Complaints Filed in Previous Fiscal Years by Status	2018	2019	2020	2021	2022	2023 through 03/31/23
Investigation ³	1	2	1	0	0	0
Hearing ⁵	0	0	NA	NA	NA	NA
Final Action ⁴	5	4	1	1	0	0
Appeal with EEOC Office of Federal Operations ⁸	5	3	NA	NA	NA	NA

Complaint Investigations	2018	2019	2020	2021	2022	2023 through 03/31/23
Pending Completion Where Investigation Exceeds Required Time Frames ⁹	0	0	NA	NA	NA	NA

¹GAO operates under the EEO complaint process in GAO Order 2713.2, Discrimination Complaint Resolution Process (December 14, 2022), not the federal sector EEO complaint process in 29 C.F.R. Part 1614.

²In 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”).

³For 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.

⁴For 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.

⁵GAO 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.

⁶For our purposes here, “final action by an agency involving a finding of discrimination” means a final decision with a finding of discrimination.

⁷Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

⁸GAO 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.

⁹GAO 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. If a complaint is amended, GAO endeavors to complete the investigation within the earlier of 180 days after the last amendment to the complaint or 360 days after the filing of the original complaint.