

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

Complaint Activity

Complaint Activity	Comparative Data Previous Fiscal Year Data ²					2020 through 12/31/19
	2015	2016	2017	2018	2019	
Number of Complaints Filed	7	3	4	8	7	2
Number of Complainants	7	3	4	8	7	2
Repeat Filers	1	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.

Complaints by Basis	Comparative Data Previous Fiscal Year Data ²					2020 through 12/31/19
	2015	2016	2017	2018	2019	
Race	3	1	3	1	3	2
Color	0	0	0	0	1	2
Religion	0	0	0	0	0	0
Reprisal	2	1	2	6	3	2
Sex	4	2	3	7	2	1
National Origin	0	1	2	0	0	1
Equal Pay Act	0	1	0	0	0	0
Age	5	1	4	2	3	1
Disability	2	2	0	1	5	1
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaint by Issues

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

Complaints by Issue	Comparative Data Previous Fiscal Year Data ²					2020 through 12/31/19
	2015	2016	2017	2018	2019	
Appointment/Hire	1	0	0	0	0	0
Assignment of Duties	1	0	0	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	0	0	0	1	1	0
Disciplinary Action Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	4	1	0	4	2	1
Examination/Test	0	0	0	0	0	0
Harassment Non-Sexual	2	2	0	6	4	2
Harassment Sexual	0	0	0	3	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	1	0	0
Promotion/Non-Selection	3	0	4	3	2	0
Reassignment Denied	1	2	0	0	0	0
Reassignment Directed	0	0	0	0	0	0
Reasonable Accommodation	2	2	0	0	3	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	2	2	0
Terms/Conditions of Employment	2	1	0	3	3	2

Complaints by Issue	Comparative Data Previous Fiscal Year Data ²					2020 through 12/31/19
	2015	2016	2017	2018	2019	
Time and Attendance	0	0	0	1	2	1
Training	0	0	0	1	0	0
Other	0	0	0	0	0	0

Processing Time

	Processing Time	Comparative Data Previous Fiscal Year Data ²					2020 through 12/31/19
		2015	2016	2017	2018	2019	
Complaints pending (for any length of time) during fiscal year	Average number of days in investigation stage ³	156	127	1	211	25	438
	Average number of days in final action stage ⁴	337	138	78	100	286	169.5
Complaints pending (for any length of time) during fiscal year where hearing was requested⁵	Average number of days in investigation stage	N/A	N/A	N/A	N/A	N/A	N/A
	Average number of days in final action stage	N/A	N/A	N/A	N/A	N/A	N/A
Complaints pending (for any length of time) during fiscal year where hearing was not requested⁵	Average number of days in investigation stage	N/A	N/A	N/A	N/A	N/A	N/A
	Average number of days in final action stage	N/A	N/A	N/A	N/A	N/A	N/A

Complaints Dismissed/Withdrawn

		Comparative Data Previous Fiscal Year Data ²					2020 through 12/31/19
		2015	2016	2017	2018	2019	
Complaints Dismissed by Agency	Total Complaints Dismissed by Agency	10	3	2	5	2	1
	Average days pending prior to dismissal	297	138	27	57	112	402
Complaints Withdrawn by Complainants	Total Complaints Withdrawn by Complainants	1	0	0	2	3	0

Total Final Actions Finding Discrimination

Total Final Actions Finding Discrimination ⁶	Comparative Data Previous Fiscal Year Data ²										2020 through 12/31/19	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing ⁵	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
With Hearing ⁵	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Findings of Discrimination Rendered by Basis

	Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data ²										2020 through 12/31/19	
		2015		2016		2017		2018		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	Total	0	0	0	0	0	0	0	0	0	0	0	0
	Race												
	Color												
	Religion												
	Reprisal												
	Sex												
	National Origin												
	Equal Pay Act												
	Age												
	Disability												
	Genetic Information												
	Non-EEO												
Findings After Hearing⁵	Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Sex	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Equal Pay Act	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Age	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disability	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Genetic Information	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Non-EEO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data ²										2020 through 12/31/19	
		2015		2016		2017		2018		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing⁵	Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Sex	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Equal Pay Act	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Age	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disability	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Genetic Information	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Non-EEO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Findings of Discrimination Rendered by Issue

	Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data ²										2020 through 12/31/19	
		2015		2016		2017		2018		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	Total	0	0	0	0	0	0	0	0	0	0	0	0
	Appointment/Hire												
	Assignment of Duties												
	Awards												
	Conversion to Full-time												
	Disciplinary Action Demotion												
	Disciplinary Action Reprimand												
	Disciplinary Action Suspension												
	Disciplinary Action Removal												
	Disciplinary Action Other												
	Duty Hours												
	Evaluation Appraisal												
	Examination/Test												
	Harassment Non-Sexual												
	Harassment Sexual												
	Medical Examination												
	Pay (Including Overtime)												
	Promotion/Non-Selection												
	Reassignment Denied												
	Reassignment Directed												

	Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data ²										2020 through 12/31/19	
		2015		2016		2017		2018		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
	Reasonable Accommodation												
	Reinstatement												
	Retirement												
	Termination												
	Terms/Conditions of Employment												
	Time and Attendance												
	Training												
	Other												
Findings After Hearing⁵	Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Awards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disciplinary Action Demotion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disciplinary Action Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disciplinary Action Suspension	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disciplinary Action Removal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disciplinary Action Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Evaluation Appraisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data ²										2020 through 12/31/19	
		2015		2016		2017		2018		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
	Harassment Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Harassment Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Reassignment Denied	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Reassignment Directed	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Retirement	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Termination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Terms/Conditions of Employment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Time and Attendance	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Findings Without Hearing⁵	Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Awards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disciplinary Action Demotion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data ²										2020 through 12/31/19	
		2015		2016		2017		2018		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
	Disciplinary Action Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disciplinary Action Suspension	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disciplinary Action Removal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Disciplinary Action Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Evaluation Appraisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Harassment Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Harassment Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Reassignment Denied	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Reassignment Directed	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Retirement	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Termination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Terms/Conditions of Employment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Time and Attendance	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data ²										2020 through 12/31/19	
		2015		2016		2017		2018		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
	Training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Pending Complaints

		Comparative Data Previous Fiscal Year Data ²					2020 through 12/31/19
		2015	2016	2017	2018	2019	
Pending Complaints Filed in Previous Fiscal Years by Status	Total complaints from previous Fiscal Years	2	0	1	2	3	5
	Total Complainants	2	1	1	2	3	5
Number complaints pending	Investigation ³	0	1	1	1	2	3
	Hearing ⁵	0	0	0	0	0	N/A
	Final Action ⁴	2	0	3	5	4	0
	Appeal with EEOC Office of Federal Operations ⁷	4	3	6	5	3	N/A

Complaint Investigations

Complaint Investigations	Comparative Data Previous Fiscal Year Data ²					2020 through 12/31/19
	2015	2016	2017	2018	2019	
Pending Completion Where Investigation Exceeds Required Time Frames ⁸	0	0	0	0	0	N/A

Endnotes

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

² GAO revised its process for preparing its summary statistical data in January 2020. GAO did not recalculate the comparative EEO data from fiscal years 2015 to 2019. 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 the complaint is filed and ceases when GAO transmits the investigative file or the supplemental investigative file, whichever is later.

⁴ For our purposes here, “final action” commences when GAO transmits the investigative file or the supplemental investigative file, whichever is later, 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 or a federal district court after a certain amount of time, 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 GAO’s Personnel Appeals Board or a federal district court.

⁸ GAO 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.