

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 (2019, 2020, 2021, 2022, and 2023) Previous Fiscal Year Data²

Complaint Activity

	2019	2020	2021	2022	2023	2024 through 9/30/24
Number of Complaints Filed	7	8	7	5	5	11
Number of Complainants	7	8	7	5	5	10
Repeat Filers	0	0	0	0	0	1

Complaints by Basis

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 through 9/30/24
Race	3	4	0	1	2	3
Color	1	3	1	0	0	0
Religion	0	0	0	0	0	0
Reprisal	3	5	6	4	4	7
Sex	2	3	5	2	0	5
National Origin	0	2	1	0	0	0
Equal Pay Act	0	0	0	0	0	1
Age	3	2	1	1	1	1
Disability	5	2	2	3	4	7
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	2	0	0

Complaints by Issue

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

	2019	2020	2021	2022	2023	2024 through 9/30/24
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	2	1	1	2	1	3
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	1
Disciplinary Action – Removal	0	0	0	0	0	0
Disciplinary Action - Suspension	1	0	1	0	1	1
Disciplinary Action – Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	2	5	4	3	0	3
Examination/Test	0	0	0	0	0	0
Harassment - Non-Sexual	4	7	5	4	3	6
Harassment – Sexual	0	0	4	0	0	0
Medical Examination	0	0	0	0	1	1
Pay (Including Overtime)	0	1	0	0	1	1
Promotion/Non-Selection	2	1	2	1	1	2
Reassignment – Denied	0	0	0	1	1	0
Reassignment – Directed	0	1	0	0	0	0
Reasonable Accommodation	3	0	2	2	2	5
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	2	1	0	1	1
Terms/Conditions of Employment	3	6	6	0	1	2
Time and Attendance	2	4	1	1	2	2
Training	0	0	1	0	0	1
Other	0	0	0	0	1	0

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

Processing Time

	2019	2020	2021	2022	2023	2024 through 9/30/24
Average number of days in investigation stage ³	25	301.75	261	311.4	223.33	258.3
Average number of days in final action stage ⁴	286	190.83	210.67	64.4	86	83
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

	2019	2020	2021	2022	2023	2024 through 9/30/24
Total Complaints Dismissed by Agency	2	2	1	1	0	4
Average days pending prior to dismissal	112	205.5	724	227	0	204

Complaints Withdrawn by Agency

	2019	2020	2021	2022	2023	2024 through 9/30/24
Total Complaints Withdrawn by Complainants	3	1	4	3	0	0

Total Final Actions Finding Discrimination⁶

	2019		2020		2021		2022		2023		2024 through 9/30/24	
	#	%	#	%	#	%	#	%	#	%	#	%
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 Basis⁷

	2019		2020		2021		2022		2023		2024 through 9/30/24	
	#	%	#	%	#	%	#	%	#	%	#	%
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 Hearing ⁵	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 Hearing ⁵	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

	2019		2020		2021		2022		2023		2024 through 9/30/24	
	#	%	#	%	#	%	#	%	#	%	#	%
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

	2019		2020		2021		2022		2023		2024 through 9/30/24	
	#	%	#	%	#	%	#	%	#	%	#	%
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

	2019		2020		2021		2022		2023		2024 through 9/30/24	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing ⁵	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 Hearing ⁵	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

	2019		2020		2021		2022		2023		2024 through 9/30/24	
	#	%	#	%	#	%	#	%	#	%	#	%
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

	2019	2020	2021	2022	2023	2024 through 9/30/24
Total complaints from previous Fiscal Years	3	5	9	4	2	4
Total Complainants	3	5	9	4	2	4

Number complaints pending

Pending Complaints Filed in Previous Fiscal Years by Status	2019	2020	2021	2022	2023	2024 through 9/30/24
Investigation ³	2	1	0	0	0	0
Hearing ⁵	0	NA	NA	NA	NA	NA
Final Action ⁴	4	1	1	0	0	1
Appeal with EEOC Office of Federal Operations ⁷	3	NA	NA	NA	NA	NA

Complaint Investigations	2019	2020	2021	2022	2023	2024 through 9/30/24
Pending Completion Where Investigation Exceeds Required Time Frames ⁸	0	NA	NA	NA	NA	NA

¹ Most federal agencies are covered by the federal sector EEO complaint process. 29 C.F.R. Part 1614. In that process, complainants can request a hearing from an EEOC Administrative Judge and appeal agency final action to EEOC's Office of Federal Operations, among other things. 29 C.F.R. §§ 1614.109, 1614.401. GAO is specifically excluded from that process. 29 C.F.R. § 1614.103(d)(2) ("This part does not apply to: ... (2) Employees of the General Accounting Office.") GAO instead operates under the EEO complaint process in GAO Order 2713.2, Discrimination Complaint Resolution Process.

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 file a complaint and ceases when GAO transmits the investigative file to a complainant or a representative.

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

⁵See *supra* note 1. Under GAO Order 2713.2, 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.

⁷ See *supra* note 1. Under GAO Order 2713.2, 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.

⁸ GAO is not covered by 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..