## 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. 107-174<sup>1</sup>

Complaint Activity	P		nparativ s Fiscal		ata²	2024 through
	2019	2020	2021	2022	2023	09/30/24
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	Р			/e Data Year D	ata²	2024
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	through 09/30/24
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	0
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			mparative us Fiscal `	e Data Year Data²		
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 09/30/24
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
Reprimand	0	0	0	0	0	1
Removal	0	0	0	0	0	0
Suspension	1	0	1	0	1	1
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
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
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

Processing Time	Comparative Data Previous Fiscal Year Data <sup>2</sup>											
	2019	2020	2021	2022	2023	through 09/30/24						
Complaints pending (for any length of time) during fiscal year												
Average number of days in investigation stage <sup>3</sup>	25	301.75	261	311.40	223.33	231.6						
Average number of days in final action stage <sup>4</sup>	286	190.83	210.67	64.40	86	83						
Complaints pending (for any												

length of time) during fiscal year where hearing was requested <sup>5</sup>			
Average number of days in investigation stage			
Average number of days in final action stage			
Complaints pending (for any length of time) during fiscal year where hearing was not requested <sup>5</sup>			
Average number of days in investigation stage			
Average number of days in final action stage			

Complaints Dismissed by	Comparative Data Complaints Dismissed by Agency  Comparative Data Previous Fiscal Year Data <sup>2</sup>										
Agency	2019	2020	2021	2022	2023	09/30/24					
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 Complainants											
Total Complaints Withdrawn by Complainants	3	1	4	3	0	0					

		Pr				itive cal Y			a²		2024 through	
Total Final Actions Finding Discrimination <sup>6</sup>	20	19	20	20	20	21	20	22	20	23	09/	30/24
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing <sup>5</sup>												
With Hearing <sup>5</sup>												

Findings of Discrimination Rendered by Basis		Comparative Data Previous Fiscal Year Data <sup>2</sup>										024 ough
Note: Complaints can be filed alleging multiple bases. The sum of	20	19	2020		2021		2022		2023		09/30/24	
the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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												
Race												

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

	2024 through 09/30/24	
Total Number Findings         0		
Appointment/Hire  Assignment of Duties  Awards  Conversion to Full-time  Disciplinary Action  Demotion  Reprimand  Suspension  Removal  Other  Duty Hours  Evaluation Appraisal	%	
Assignment of Duties  Awards  Conversion to Full-time  Disciplinary Action  Demotion  Reprimand  Suspension  Removal  Other  Duty Hours  Evaluation Appraisal	0	
Awards  Conversion to Full-time  Disciplinary Action  Reprimand  Suspension  Removal  Other  Duty Hours  Evaluation Appraisal		
Conversion to Full-time  Disciplinary Action  Demotion  Reprimand  Suspension  Removal  Other  Duty Hours  Evaluation Appraisal		
Disciplinary Action  Demotion Reprimand Suspension Removal Other Duty Hours Evaluation Appraisal		
Demotion Reprimand Suspension Removal Other Duty Hours Evaluation Appraisal		
Reprimand Suspension Removal Other Duty Hours Evaluation Appraisal		
Suspension  Removal  Other  Duty Hours  Evaluation Appraisal		
Removal Other Duty Hours Evaluation Appraisal		
Other  Duty Hours  Evaluation Appraisal		
Duty Hours  Evaluation Appraisal		
Evaluation Appraisal		
Examination/Test		
Harassment		
Non-Sexual		
Sexual		
Medical Examination		
Pay (Including Overtime)		
Promotion/Non-Selection		
Reassignment		
Denied		

Directed						
Reasonable Accommodation						
Reinstatement						
Retirement						
Termination						
Terms/Conditions of Employment						
Time and Attendance						
Training						
Other						
Findings After Hearing⁵						
Appointment/Hire						
Assignment of Duties						
Awards						
Conversion to Full-time						
Disciplinary Action				 		
Demotion						
Reprimand						
Suspension						
Removal						
Other						
Duty Hours						
Evaluation Appraisal						
Examination/Test						
Harassment						
Non-Sexual						

Sexual											
Medical Examination											
Pay (Including Overtime)											
Promotion/Non-Selection											
Reassignment											
Denied											
Directed											
Reasonable Accommodation											
Reinstatement											
Retirement											
Termination											
Terms/Conditions of Employment											
Time and Attendance											
Training											
Other											
Findings Without Hearing⁵											
Appointment/Hire											
Assignment of Duties											
Awards											
Conversion to Full-time											
Disciplinary Action		,	1				•				
Demotion											
Reprimand											
Suspension											
Removal											

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

Pending Complaints Filed in Previous Fiscal Years by		Co Previou	2024 through			
Status	2019	2020	2021	2022	2023	09/30/24
Total complaints from previous Fiscal Years	3	5	9	4	2	4
Total Complainants	3	5	9	4	2	4
Number complaints pending	•					
Investigation <sup>3</sup>	2	1	0	0	0	0
Hearing <sup>5</sup>	0					
Final Action <sup>4</sup>	4	1	1	0	0	1
Appeal with EEOC Office of Federal Operations <sup>7</sup>	3					

Complaint Investigations	I	Co Previou	2024 through			
-	2019	2020	2021	2022	2023	09/30/24
Pending Completion Where Investigation Exceeds Required Time Frames <sup>8</sup>	0					

<sup>&</sup>lt;sup>1</sup> 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*.

<sup>&</sup>lt;sup>2</sup> 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").

- <sup>4</sup> For 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.
- <sup>5</sup> See 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.
- <sup>6</sup> For our purposes here, "final action by an agency involving a finding of discrimination" means a final decision with a finding of discrimination.
- <sup>7</sup> 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.
- <sup>8</sup> 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.

<sup>&</sup>lt;sup>3</sup> For 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.