

**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	Comparative Data Previous Fiscal Year Data <sup>2</sup>					2024 through 3/31/24
	2019	2020	2021	2022	2023	
Number of Complaints Filed	7	8	7	5	5	4
Number of Complainants	7	8	7	5	5	4
Repeat Filers	0	0	0	0	0	0

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data <sup>2</sup>					2024 through 3/31/24
	2019	2020	2021	2022	2023	
Race	3	4	0	1	2	0
Color	1	3	1	0	0	0
Religion	0	0	0	0	0	0
Reprisal	3	5	6	4	4	4
Sex	2	3	5	2	0	1
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	3
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	2	0	0

Complaints by Issue	Comparative Data Previous Fiscal Year Data <sup>2</sup>					2024 through 3/31/24
	2019	2020	2021	2022	2023	
<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	2	1	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
Reprimand	0	0	0	0	0	1
Removal	0	0	0	0	0	0
Suspension	1	0	1	0	1	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	2	5	4	3	0	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	7	5	4	3	3
Sexual	0	0	4	0	0	0
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	0	1	0	0	1	1

Promotion/Non-Selection	2	1	2	1	1	1
Reassignment						
Denied	0	0	0	1	1	0
Directed	0	1	0	0	0	0
Reasonable Accommodation	3	0	2	2	2	2
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	1
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>					2024 through 3/31/24
	2019	2020	2021	2022	2023	
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage <sup>3</sup>	25	301.75	261	311.40	223.33	0
Average number of days in final action stage <sup>4</sup>	286	190.83	210.67	64.40	86	0
<b>Complaints pending (for any</b>						

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

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data <sup>2</sup>					2024 through 3/31/24
	2019	2020	2021	2022	2023	
Total Complaints Dismissed by Agency	2	2	1	1	0	3
Average days pending prior to dismissal	112	205.5	724	227	0	36.33
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	3	1	4	3	0	0

Total Final Actions Finding Discrimination <sup>6</sup>	Comparative Data Previous Fiscal Year Data <sup>2</sup>										2024 through 3/31/24	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
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  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data Previous Fiscal Year Data <sup>2</sup>										2024 through 3/31/24	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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												
<b>Findings After Hearing<sup>5</sup></b>												
Race												

Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
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<b>Findings Without Hearing<sup>5</sup></b>												
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Genetic Information												
Non-EEO												

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data <sup>2</sup>										2024 through 3/31/24	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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												
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													
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Reasonable Accommodation														
Reinstatement														
Retirement														
Termination														
Terms/Conditions of Employment														
Time and Attendance														
Training														
Other														

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data <sup>2</sup>					2024 through 3/31/24
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	3	5	9	4	2	4
Total Complainants	3	5	9	4	2	4
<b>Number complaints pending</b>						
Investigation <sup>3</sup>	2	1	0	0	0	3
Hearing <sup>5</sup>	0					
Final Action <sup>4</sup>	4	1	1	0	0	0
Appeal with EEOC Office of Federal Operations <sup>7</sup>	3					

Complaint Investigations	Comparative Data Previous Fiscal Year Data <sup>2</sup>					2024 through 3/31/24
	2019	2020	2021	2022	2023	
Pending Completion Where Investigation Exceeds Required Time Frames <sup>8</sup>	0					

<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>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>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 or the supplemental investigative file, whichever is later, to a complainant or a representative.

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<sup>4</sup> 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.

<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.