

Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:

Department of the Interior (Includes Sub-Level Offices)

For 4th Quarter 2024 for period ending September 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	297	278	240	257	264	282
Number of Complainants	293	269	232	249	260	272
Repeat Filers	4	9	8	8	4	10

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	76	72	83	60	76	84
Color	29	28	20	27	31	39
Religion	8	9	12	32	14	14
Reprisal	157	151	152	125	148	157
Sex	103	107	94	79	84	116
PDA	2	3	2	1	1	4
National Origin	32	12	34	25	27	36
Equal Pay Act	1	1	2	4	3	0
Age	113	101	76	77	102	96
Disability	87	103	76	84	108	108
Genetics	2	1	0	3	5	1
Non-EEO	16	16	8	6	5	10

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</p>	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Appointment/Hire	35	37	40	30	11	18
Assignment of Duties*	38	21	26	18	0	0
Awards	7	3	5	2	2	2
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	1	1	0
Reprimand**	7	12	9	6	0	0
Suspension	8	16	15	14	10	9
Removal	10	22	5	3	4	2
Other Disciplinary Actions**	2	3	9	7	29	28
Other 2**	0	0	0	0	0	0
Duty Hours*	5	5	5	4	0	0
Perf. Eval./ Appraisal	33	32	31	28	25	22
Examination/Test	0	0	5	1	1	1
Harassment						
Non-Sexual	151	126	114	125	142	165
Sexual	8	8	4	2	2	9
Medical Examination	1	2	0	3	3	0
Pay including overtime	6	4	11	10	11	11
Promotion/Non-Selection	23	39	27	35	43	49
Reassignment						
Reassignment: Denied/Directed	3	7	2	3	9	7
Directed	14	6	7	1	0	0
Reasonable Accommodation Disability	22	40	25	28	46	34
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	16	1	0
Retirement*	1	2	2	4	0	0
Sex-Stereotyping	0	0	1	0	1	2
Telework	3	4	3	11	5	5
Termination	22	25	23	23	20	21
Terms/Conditions of Employment*	35	35	26	23	0	0
Time and Attendance	14	21	12	7	18	16
Training	13	13	6	9	12	6
Other Terms/Conditions of Employment*	11	12	12	17	81	83
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Findings Without Hearing	0		4		21		1		3		2	
Appointment/Hire	0	0	3	75	3	10	0	0	2	67	0	0
Assignment of Duties*	0	0	0	0	4	19	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	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
Reprimand**	0	0	0	0	1	5	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	50
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. Eval. / 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												
Sexual	0	0	0	0	2	10	0	0	0	0	0	0
Non-Sexual	0	0	0	0	11	52	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	1	25	1	5	0	0	0	0	0	0
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	5	24	1	100	0	0	1	50
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	2	10	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	6	33	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	1	5	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	1	5	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	280	272	199	136	156	194
Total Complainants	267	264	191	127	143	182
Number complaints pending						
Investigation	8	3	1	0	0	0
ROI issued, pending Complainant's action	2	1	0	1	15	2
Hearing	256	219	183	112	75	74
Final Agency Action	16	47	14	19	73	117
Appeal with EEOC Office of Federal Operations	44	58	78	65	59	71

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	9	2	9	2	3	4