

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

U.S. Fish and Wildlife Service: FWS (and below)

For 3rd Quarter 2021 for period ending June 30, 2021

| Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2021Thru06-30 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Number of Complaints Filed | 38 | 29 | 16 | 22 | 24 | 20 |
| Number of Complainants | 37 | 29 | 16 | 22 | 24 | 20 |
| Repeat Filers | 1 | 0 | 0 | 0 | 0 | 0 |

| Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2021Thru06-30 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 9 | 9 | 3 | 2 | 8 | 6 |
| Color | 1 | 1 | 0 | 0 | 0 | 1 |
| Religion | 2 | 1 | 0 | 0 | 0 | 1 |
| Reprisal | 20 | 12 | 10 | 15 | 9 | 14 |
| Sex | 15 | 11 | 5 | 5 | 10 | 11 |

| | | | | | | |
|---|---------------------------|------|------|------|------|---------------|
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 4 | 1 | 1 | 0 | 0 | 2 |
| Equal Pay Act | 0 | 1 | 0 | 0 | 1 | 0 |
| Age | 8 | 9 | 3 | 8 | 8 | 2 |
| Disability | 14 | 15 | 5 | 10 | 11 | 7 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 2 | 2 | 0 | 1 | 0 | 1 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021Thru06-30 |
| <i>Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.</i> | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Appointment/Hire | 4 | 3 | 0 | 1 | 4 | 1 |
| Assignment of Duties | 6 | 5 | 1 | 0 | 1 | 2 |
| Awards | 1 | 1 | 0 | 0 | 0 | 1 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 2 | 2 | 0 | 1 | 2 | 1 |
| Suspension | 2 | 3 | 0 | 0 | 1 | 4 |
| Removal | 0 | 3 | 1 | 2 | 1 | 0 |
| Other | 0 | 0 | 0 | 0 | 1 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 5 | 7 | 1 | 1 | 1 | 2 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |

| | | | | | | |
|-------------------------------------|----|----|----|----|----|----|
| Non-Sexual | 21 | 12 | 12 | 13 | 14 | 12 |
| Sexual | 2 | 1 | 0 | 1 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 1 | 0 |
| Pay including overtime | 0 | 2 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 5 | 3 | 0 | 1 | 2 | 2 |
| Reassignment | | | | | | |
| Denied | 1 | 0 | 0 | 0 | 0 | 0 |
| Directed | 1 | 2 | 1 | 1 | 1 | 0 |
| Reasonable Accommodation Disability | 4 | 7 | 1 | 2 | 1 | 3 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 1 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 1 | 0 | 0 | 0 | 0 | 0 |
| Termination | 3 | 2 | 2 | 2 | 1 | 1 |
| Terms/Conditions of Employment | 5 | 8 | 0 | 1 | 3 | 3 |
| Time and Attendance | 3 | 1 | 1 | 0 | 0 | 0 |
| Training | 2 | 0 | 0 | 0 | 1 | 0 |
| Other | | | | | | |
| 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 |

| Processing Time | Comparative Data | | | | | |
|--|---------------------------|--------|--------|--------|--------|---------------|
| | Previous Fiscal Year Data | | | | | 2021Thru06-30 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 204.24 | 175.44 | 159.00 | 205.19 | 173.91 | 129.33 |
| Average number of days in final action | 111.65 | 55.78 | 29.88 | 37.85 | 109.75 | 70.40 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 222.50 | 218.22 | 140.60 | 209.22 | 204.10 | 130.33 |
| Average number of days in final action | 5.33 | 110.50 | 3.00 | 23.43 | 65.33 | 19.00 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 179.89 | 145.35 | 220.25 | 207.33 | 139.18 | 127.33 |
| Average number of days in final action | 134.43 | 49.13 | 40.33 | 49.40 | 136.40 | 113.75 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021Thru06-30 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Total Complaints Dismissed by Agency | 2 | 2 | 0 | 1 | 4 | 3 |
| Average days pending prior to dismissal | 86.5 | 107.5 | 0 | 166 | 188.25 | 71 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 1 | 2 | 1 | 2 | 0 | 1 |

[illegible]

[illegible]

[illegible]

[illegible]

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2021Thru06-30 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Total complaints from previous Fiscal Years | 16 | 22 | 18 | 16 | 14 | 13 |
| Total Complainants | 16 | 22 | 18 | 16 | 14 | 13 |
| Number complaints pending | | | | | | |
| Investigation | 1 | 0 | 0 | 0 | 0 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 14 | 21 | 18 | 16 | 12 | 13 |
| Final Agency Action | 1 | 1 | 0 | 0 | 2 | 0 |
| Appeal with EEOC Office of Federal Operations | 33 | 6 | 3 | 2 | 2 | 2 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021Thru06-30 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 1 | 1 | 0 | 0 | 0 | 0 |