

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

National Park Service: NPS (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	76	87	97	83	77	58
Number of Complainants	74	87	94	82	73	57
Repeat Filers	2	0	3	1	4	1

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	22	26	31	23	26	28
Color	9	8	11	9	12	7
Religion	1	2	2	3	6	2
Reprisal	39	34	49	38	40	22
Sex	23	37	32	31	34	20
PDA	1	3	0	0	0	1
National Origin	9	12	9	3	2	11
Equal Pay Act	0	0	0	0	0	0

Age	20	35	23	27	28	19
Disability	28	17	37	24	32	11
Genetics	0	0	0	1	0	0
Non-EEO	2	1	5	4	3	2
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	20	14	10	8	11	14
Assignment of Duties	8	12	5	12	6	6
Awards	1	3	0	1	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	6	2	0	4	0
Suspension	1	3	5	3	5	1
Removal	2	2	6	4	5	2
Other	0	0	0	0	0	1
Duty Hours	0	4	0	1	3	1
Perf. Eval./ Appraisal	8	10	6	9	6	1
Examination/Test	0	2	0	0	0	2
Harassment						
Non-Sexual	32	38	42	34	30	17
Sexual	4	1	3	3	4	1
Medical Examination	1	0	0	1	1	0
Pay including overtime	3	4	0	1	1	4
Promotion/Non-Selection	10	7	17	4	8	2
Reassignment						
Denied	1	0	1	0	0	0

Directed	0	3	5	4	2	3
Reasonable Accommodation Disability	10	4	11	8	11	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	2	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	0	2	0	1	0
Termination	3	7	5	3	6	6
Terms/Conditions of Employment	7	15	7	5	8	6
Time and Attendance	4	4	3	1	7	1
Training	2	2	1	5	3	2
Other						
User Defined - Other 1	0	1	0	0	0	1
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	197.67	184.92	146.95	169.08	155.99	168.70
Average number of days in final action	85.48	53.89	44.86	66.75	97.56	117.79
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	206.91	183.33	154.61	167.64	154.19	171.90
Average number of days in final action	18.00	36.20	31.26	61.94	81.13	77.14
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	191.35	186.03	138.25	172.13	159.72	157.44

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Age	0	0	0	0	0	0	0	0	0	0	0	1	33
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	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	0
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2021Thru06-30		
	2016		2017		2018		2019		2020				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		1		3		
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	1	33	
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/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	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	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	
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													
Non-Sexual	0	0	0	0	0	0	0	0	0	0	3	100	
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													

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Duty Hours	0	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	0
Examination/Test	0	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	0
Sexual	0	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	0
Pay including overtime	0	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	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation Disability	0	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	0
Religious Accommodation	0	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	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
User Defined - Other 1	0	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	0
User Defined - Other 3	0	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	0
Findings Without Hearing	0		0		0		0		1		3		

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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 - User Define												
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
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	82	76	90	75	61	73						
Total Complainants	78	76	89	71	60	70						
Number complaints pending												
Investigation	1	0	0	1	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	75	75	87	71	50	66						
Final Agency Action	7	1	2	6	11	5						
Appeal with EEOC Office of Federal Operations	32	14	16	13	20	16						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2021Thru06-30						
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	6	0	2	1	0	0						