

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

## U.S. Department of State

For 4th Quarter 2023 for period ending September 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	216	203	130	121	169	223
Number of Complainants	213	191	130	121	169	217
Repeat Filers	3	12	0	0	0	6
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	2023 Thru 09-30
Race	48	38	39	29	38	74
Color	19	21	18	5	23	30
Religion	10	16	4	4	34	13
Reprisal	95	93	61	62	82	82
Sex	84	67	48	39	67	77
PDA	7	4	1	4	3	3
National Origin	33	35	17	19	22	24

Equal Pay Act	0	0	0	0	0	0
Age	41	48	25	26	36	66
Disability	71	64	47	52	59	98
Genetics	2	2	2	1	4	0
Non-EEO	9	6	6	5	12	6
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	14	16	10	9	13	15
Awards	5	2	3	4	5	4
<b>Disciplinary Action</b>						
Demotion	2	0	0	1	0	2
Suspension	9	3	2	2	5	1
Removal	1	4	1	1	1	1
Other Disciplinary Action	26	16	7	12	20	17
Perf. Eval./ Appraisal	50	31	16	17	24	28
Examination/Test	2	1	1	0	3	0
<b>Harassment</b>						
Non-Sexual	119	89	62	56	74	97
Sexual	6	3	3	0	1	5
Medical Examination	5	4	4	1	1	2
Pay including overtime	6	5	6	0	5	3
Promotion/Non-Selection	25	26	26	26	22	28
Reassignment Denied/Directed	19	10	13	10	6	12
Reasonable Accommodation Disability	18	18	8	11	9	21

Religious Accommodation	0	0	0	0	1	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	8	1	9	1	3	9
Termination	16	21	4	12	19	17
Time and Attendance	18	17	10	4	8	4
Training	10	5	2	5	2	4
Other Terms/Conditions of Employment	80	69	31	33	60	82
<b>Comparative Data</b>						
<b>Processing Time</b>	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 09-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Complaints pending during fiscal year						
Average number of days in investigation	230.55	251.16	248.85	255.86	229.89	239.64
Average number of days in final action	63.11	59.09	54.36	57.09	53.45	50.18
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	228.90	269.86	260.36	274.94	227.78	232.38
Average number of days in final action	46.54	42.45	43.23	65.66	38.47	36.86
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	232.53	237.88	238.80	237.71	231.51	245.05
Average number of days in final action	63.11	70.24	60.96	51.24	68.42	55.35

Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
Total Complaints Dismissed by Agency	31	47	21	25	30							32
Average days pending prior to dismissal	54.06	60.43	61.82	65.48	57							87.34
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	15	22	14	13	21							11
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		3		3		0		2		3	
Without Hearing	2	100	3	100	3	100	0	0	2	100	1	33
With Hearing	0	0	0	0	0	0	0	0	0	0	2	67
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		3		3		0		2		3	
Race	0	0	1	33	0	0	0	0	0	0	1	33
Color	0	0	1	33	0	0	0	0	0	0	0	0
Religion	0	0	0	0	1	33	0	0	0	0	0	0
Reprisal	2	100	0	0	1	33	0	0	1	50	0	0

Sex	0	0	0	0	1	33	0	0	0	0	1	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	33	1	33	0	0	0	0	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	33
Disability	0	0	2	67	0	0	0	0	1	50	1	33
Genetics	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
<b>Findings After Hearing</b>	0		0		0		0		0		2	
Race	0	0	0	0	0	0	0	0	0	0	1	50
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	50
Genetics	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
<b>Findings Without Hearing</b>	2		3		3		0		2		1	
Race	0	0	1	33	0	0	0	0	0	0	0	0
Color	0	0	1	33	0	0	0	0	0	0	0	0

Religion	0	0	0	0	1	33	0	0	0	0	0	0
Reprisal	2	100	0	0	1	33	0	0	1	50	0	0
Sex	0	0	0	0	1	33	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	33	1	33	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	100
Disability	0	0	2	67	0	0	0	0	1	50	0	0
Genetics	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023 Thru 09-30</b>	
	<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	2		3		3		0		2		3	
Appointment/Hire	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
<b>Disciplinary Action</b>												
Demotion	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 Disciplinary Action	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
<b>Harassment</b>												
Non-Sexual	0	0		33	1	33	0	0	1	50	0	0

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	2	67
Reassignment Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	67	0	0	0	0	1	50	1	33
Religious Accommodation	0	0	2	67	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	0	0	0	0	0	0	0	0
Termination	0	0	1	33	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 Terms/Conditions of Employment	0	0	1	33	1	33	0	0	0	0	0	0
<b>Findings After Hearing</b>	0		0		0		0		0		2	
Appointment/Hire	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
Disciplinary Action												
Demotion	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 Disciplinary Action	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												





Harassment												
Non-Sexual	2	100	1	33	1	33	0	0	1	50	0	0
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	1	100
Reassignment Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	67	0	0	0	0	1	50	0	0
Religious Accommodation	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	0	0	0	0	0	0	0	0
Termination	0	0	1	33	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 Terms/Conditions of Employment	0	0	1	33	1	33	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	155	155	131	102	55	53
Total Complainants	148	153	124	98	54	53
<b>Number complaints pending</b>						
Investigation	5	5	8	3	2	9
ROI issued, pending Complainant's action	0	1	2	0	0	2

Hearing	134	145	100	96	47	33
Final Agency Action	16	4	21	3	6	9
Appeal with EEOC Office of Federal Operations	12	14	16	19	15	26
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 09-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	1	5	9	7	3	7