

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

U.S. Department of State

For 1st Quarter 2024 for period ending December 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	203	130	121	169	223	46
Number of Complainants	191	130	121	169	217	46
Repeat Filers	12	0	0	0	6	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	38	39	29	38	74	14
Color	21	18	5	23	30	9
Religion	16	4	4	34	13	2
Reprisal	93	61	62	82	82	20
Sex	67	48	39	67	77	18
PDA	4	1	4	3	3	1
National Origin	35	17	19	22	24	10

Equal Pay Act	0	0	0	0	0	0
Age	48	25	26	36	66	7
Disability	64	47	52	59	98	15
Genetics	2	2	1	4	0	0
Non-EEO	6	6	5	12	6	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2019	2020	2021	2022	2023	
Appointment/Hire	16	10	9	13	15	3
Awards	2	3	4	5	4	1
Disciplinary Action						
Demotion	0	0	1	0	2	0
Suspension	3	2	2	5	1	0
Removal	4	1	1	1	1	0
Other Disciplinary Action	16	7	12	20	17	1
Perf. Eval./ Appraisal	31	16	17	24	28	4
Examination/Test	1	1	0	3	0	0
Harassment						
Non-Sexual	89	62	56	74	97	24
Sexual	3	3	0	1	5	0
Medical Examination	4	4	1	1	2	
Pay including overtime	5	6	0	5	3	3
Promotion/Non-Selection	26	26	26	22	28	4
Reassignment Denied/Directed	10	13	10	6	12	2
Reasonable Accommodation Disability	18	8	11	9	21	3

Religious Accommodation	0	0	0	1	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	9	1	3	9	1
Termination	21	4	12	19	17	6
Time and Attendance	17	10	4	8	4	2
Training	5	2	5	2	4	2
Other Terms/Conditions of Employment	69	31	33	60	82	14
Comparative Data						
Processing Time	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	251.16	248.85	255.86	229.89	239.64	249
Average number of days in final action	59.09	54.36	57.09	53.45	50.18	52.89
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	269.86	260.36	274.94	227.78	232.38	246.75
Average number of days in final action	42.45	43.23	65.66	38.47	36.86	28
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	237.88	238.80	237.71	231.51	245.05	249.64
Average number of days in final action	70.24	60.96	51.24	68.42	55.35	64.38

Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
Total Complaints Dismissed by Agency	47		21		25		30		32		7	
Average days pending prior to dismissal	60.43		61.82		65.48		57		87.34		93.4	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	22		14		13		21		11		6	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		3		0		2		3		1	
Without Hearing	3	100	3	100	0	0	2	100	1	33	1	100
With Hearing	0	0	0	0	0	0	0	0	2	67	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		3		0		2		3		1	
Race	1	33	0	0	0	0	0	0	1	33	0	0
Color	1	33	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	33	0	0	0	0	0	0	0	0
Reprisal	0	0	1	33	0	0	1	50	0	0	0	0

Religion	0	0	1	33	0	0	0	0	0	0	0	0	
Reprisal	0	0	1	33	0	0	1	50	0	0	0	0	0
Sex	0	0	1	33	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	33	1	33	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	1	100	0
Disability	2	67	0	0	0	0	1	50	0	0	0	0	1
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										2024 Thru 12-31		
	2019		2020		2021		2022		2023				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		3		0		2		3		1		
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													
Non-Sexual		33	1	33	0	0	1	50	0	0	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	2	67	0	0
Reassignment Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	67	0	0	0	0	1	50	1	33	1	100
Religious Accommodation	2	67	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	1	33	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 Terms/Conditions of Employment	1	33	1	33	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		2		0	
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	1	33	1	33	0	0	1	50	0	0	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	1	100	0	0
Reassignment Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	67	0	0	0	0	1	50	0	0	1	100
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	1	33	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 Terms/Conditions of Employment	1	33	1	33	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	155	131	102	55	53	171
Total Complainants	153	124	98	54	53	168
Number complaints pending						
Investigation	5	8	3	2	9	93
ROI issued, pending Complainant's action	1	2	0	0	2	17

Hearing	145	100	96	47	33	43
Final Agency Action	4	21	3	6	9	20
Appeal with EEOC Office of Federal Operations	14	16	19	15	26	32
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	5	9	7	3	7	13