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

			Comp	arative	Data	
Complaint Activity	P	2024 Thru				
	2019	2020	2021	2022	2023	12-31
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 Pagis		C	ompar	ative D	D ata	
Complaints by Basis	Pro	2024				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	Thru 12-31
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
		C	ompar	ative D)ata	
Complaints by Issue	Pro	evious	Fiscal '	Year D	ata	2024
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 Thru 12-31
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

			Compar	ative Da	ta	
Processing Time		Previous	Fiscal Y	ear Data	ı	2024
	2019	2020	2021	2022	2023	Thru 12-31
Complaints pending during fisc	al 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 fisca	l year wh	ere hearii	ng was re	quested		
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 fisca	l year wh	ere hearii	ng was no	ot request	ed	
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

						C	Com	par	ati	ve D	ata	ì			
Complaints Dismissed by Age	ncy		P	rev	iou	s F	'isca	ıl Y	ear	· Da	ta			02	
		2	2019	2	020)	202	21	20	22	20	23		hr 2-3	
Total Complaints Dismissed by Agency			47		21		25	5	3	0	3	2		7	
Average days pending prior to dismissal		6	0.43	6	1.82	2	65.4	48	5	7	87	.34	9	3.4	4
Complaint	s W	ithd	lraw	n b	y (Con	npla	ina	nts	5					
Total Complaints Withdrawn by Complainants			22		14		13	3	2	1	1	1		6	
					(Con	npa	rati	ive	Dat	a				
Total Final Agency Actions			Pre	vio	us l	Fisc	cal Y	Yea	r D	ata				02	
Finding Discrimination	20	019		202	0	20	021		202	22	20)23		'hr 2-3	
	#	%	#	9,	6	#	%	#	!	%	#	%	#		%
Total Number Findings	3		3			0		2			3		1		
Without Hearing	3	100	3	10	00	0	0	2	1	00	1	33	1	1	.00
With Hearing	0	0	0	()	0	0	0		0	2	67	0		0
Findings of Discrimination						C	omj	par	ativ	ve D	ata				
Rendered by Basis]	Pre	vio	us l	Fisc	al Y	Yea	r Da	ata				24
Note: Complaints can be filed	<i>C</i>	20	019	2	020		202	21	20)22	1	2023			ru -31
alleging multiple bases. The sum the bases may not equal total complaints and findings.	i vj	#	%	#	9/	, O	# (%	#	%	#	%	#	£	%
Total Number Findings		3		3			0		2		3		1		
Race		1	33	0	0		0	0	0	0	1	33	C)	0
Color		1	33	0	0		0	0	0	0	0	0	()	0
Religion		0	0	1	33	3	0	0	0	0	0	0	()	0
Reprisal		0	0	1	33	3	0	0	1	50	0	0	()	0

Sex	0	0	1	33	0	0	0	0	1	33	1	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	33	1	33	0	0	0	0	1	33	1	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	1	33	1	0
Disability	2	67	0	0	0	0	1	50	1	33	1	1
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
Findings After Hearing	0		0		0		0		2		2	
Race	0	0	0	0	0	0	0	0	1	50	1	0
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	1	50	1	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	50	1	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	0	0
Disability	0	0	0	0	0	0	0	0	1	50	1	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
Findings Without Hearing	3		3		0		2		1		1	
Race	1	33	0	0	0	0	0	0	0	0	0	1
Color	1	33	0	0	0	0	0	0	0	0	0	0

Religion		0	0		1	33	()	0	0	0		0	0	()	0
Reprisal		0	0)	1	33	()	0	1	5(0	0	0	()	0
Sex		0	0)	1	33	()	0	0	0		0	0	()	0
PDA		0	0		0	0)	0	0	0		0	0	()	0
National Origin		1	3.	3	1	33	()	0	0	0		0	0	()	0
Equal Pay Act		0	0)	0	0	()	0	0	0		0	0	()	0
Age		0	0)	0	0	()	0	0	0		1	100	0 1	1	0
Disability		2	6'	7	0	0	()	0	1	50	0	0	0	()	1
Genetics		0	0)	0	0	()	0	0	0		0	0	()	0
Non-EEO		0	0)	0	0	()	0	0	0		0	0	()	0
						(Coi	mp	ara	tivo	e D	at	a				
Findings of Discrimination			P	rev	vio	us l	is	cal	Yea	ar]	Da	ta				024	
Rendered by Issue	20	019)	20	02()	20	21	2	022	2	2	02	3		`hr 2-3	
	#	9,	6	#	9/	6 i	#	%	#	9,	6	#	Q	%	#	q	%
Total Number Findings	3			3			0		2			3			1		
Appointment/Hire	0	()	0	() (0	0	0	()	0		0	0		0
Awards	0	()	0	() (0	0	0	()	0		0	0		0
Disciplinary Action																	
Demotion	0	()	0	() (0	0	0	()	0		0	0		0
Suspension	0	()	0	() (c	0	0	()	0		0	0		0
Removal	0	()	0	() (0	0	0	()	0		0	0		0
Other Disciplinary Action	0	()	0	() (0	0	0	()	0		0	0		0
Perf. Eval./ Appraisal	0	()	0	() (О	0	0	()	0		0	0		0
Examination/Test	0	()	0	()	0	0	0	()	0		0	0		0
Harassment																	
Non-Sexual		3	3	1	3	3	0	0	1	5	0	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
	1	33	1	33	0	0	0	0	0	0	0	0
	0	33	0	33	0	0	0	0	2	0	0	0
Employment		0		0		0		0		0		0
Employment Findings After Hearing	0		0		0		0		2		0	
Employment Findings After Hearing Appointment/Hire	0	0	0	0	0	0	0	0	2	0	0	0
Employment Findings After Hearing Appointment/Hire Awards	0	0	0	0	0	0	0	0	2	0	0	0
Findings After Hearing Appointment/Hire Awards Disciplinary Action	0 0	0	0 0	0	0 0	0	0 0	0	2 0	0 0	0 0	0
Findings After Hearing Appointment/Hire Awards Disciplinary Action Demotion	0 0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0	0 0	0 0 0	0 0
Employment Findings After Hearing Appointment/Hire Awards Disciplinary Action Demotion Suspension	0 0 0	0 0	0 0 0	0 0	0 0 0	0 0 0		0 0		0 0 0	0 0 0	0 0 0
Findings After Hearing Appointment/Hire Awards Disciplinary Action Demotion Suspension Removal	0 0 0 0	0 0 0 0	0 0 0 0 0 0	0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0	2 0 0 0	0 0 0 0	0 0 0 0 0 0	0 0 0 0

Non-Sexual	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
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	50	0	0
Reassignment Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	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	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	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		3		0		2		1		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	1	33	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	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

		(Compa	rative l	Data	
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	ata	2024			
risear rears by searcas	2019	2020	2021	2022	2023	Thru 12-31
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
	Comparative Data					
Complaint Investigations	Pro	evious	Fiscal \	Year D	ata	2024
Complaint Investigations	Pro 2019	evious 2020	Fiscal Y	Year D	ata 2023	2024 Thru 12-31