

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

National Park Service:NPS (Includes Sub-Level Offices)

For 2nd Quarter 2024 for period ending March 31, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	83	77	80	67	74	42
Number of Complainants	82	73	77	66	73	42
Repeat Filers	1	4	3	1	1	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	
Race	23	26	33	16	22	14
Color	9	12	10	9	9	4
Religion	3	6	3	6	4	1
Reprisal	38	40	41	31	45	25
Sex	31	34	26	23	19	20
PDA	0	0	1	0	0	1
National Origin	3	2	14	3	6	2
Equal Pay Act	0	0	0	2	2	0
Age	27	28	25	24	28	10
Disability	24	32	19	26	34	12
Genetics	1	0	0	0	3	0
Non-EEO	4	3	2	4	3	1

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</p>	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Appointment/Hire	8	11	18	14	2	3
Assignment of Duties*	12	6	8	4	0	0
Awards	1	1	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	1	0
Reprimand**	0	4	3	2	0	0
Suspension	3	5	4	5	4	0
Removal	4	5	2	0	3	0
Other Disciplinary Actions**	0	0	0	0	9	5
Other 2**	0	0	0	0	0	0
Duty Hours*	1	3	3	1	0	0
Perf. Eval./ Appraisal	9	6	3	6	6	3
Examination/Test	0	0	3	0	0	0
Harassment						
Non-Sexual	34	30	25	26	35	25
Sexual	3	4	1	0	0	0
Medical Examination	1	1	0	0	0	0
Pay including overtime	1	1	4	2	5	1
Promotion/Non-Selection	4	8	4	10	12	7
Reassignment						
Reassignment: Denied/Directed	0	0	0	0	1	1
Directed	4	2	3	1	0	0
Reasonable Accommodation Disability	8	11	5	11	15	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	1	0
Retirement*	1	0	0	2	0	0
Sex-Stereotyping	0	0	1	0	1	2
Telework	0	1	0	2	2	1
Termination	3	6	7	4	6	3
Terms/Conditions of Employment*	5	8	8	6	0	0
Time and Attendance	1	7	3	2	3	1
Training	5	3	2	1	1	3
Other Terms/Conditions of Employment*	0	0	0	0	20	9
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

Findings Without Hearing	0		1		5		0		0		0	
Appointment/Hire	0	0	1	100	1	20	0	0	0	0	0	0
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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	4	80	0	0	1	100	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												
Reassignment: Denied/Directed	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
Reasonable Accommodation Disability	0	0	0	0	1	20	0	0	0	0	0	0
Reinstatement*	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
Retirement*	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
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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	75	61	54	44	45	81
Total Complainants	71	60	52	42	42	76
Number complaints pending						
Investigation	1	0	0	0	0	12
ROI issued, pending Complainant's action	0	0	0	1	0	16
Hearing	71	50	52	37	22	34
Final Agency Action	6	11	2	5	19	28
Appeal with EEOC Office of Federal Operations	13	20	16	14	10	12

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	1	3