

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

EPA (Includes Sub-Level Offices)

For 4th Quarter 2024 for period ending September 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	63	63	43	45	47	41
Number of Complainants	62	58	41	43	47	38
Repeat Filers	1	5	2	2	0	3

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
<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	
Race	36	39	20	21	24	18
Color	18	19	5	12	11	3
Religion	6	3	1	10	4	3
Reprisal	46	42	28	31	28	22
Sex	25	27	16	16	15	13
PDA	0	0	0	0	1	0
National Origin	10	6	6	11	7	5
Equal Pay Act	2	1	0	0	0	0
Age	19	27	11	11	14	12
Disability	25	27	16	12	22	19
Genetics	0	1	0	2	1	0
Non-EEO	6	1	4	1	4	1

Part 3 Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
<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	
<p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>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.</i></p>						
Appointment/Hire	4	1	4	4	1	0

Assignment of Duties*	18	10	7	10	0	0
Awards	2	1	0	2	2	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	0	2
Reprimand**						
Reprimand**	8	6	3	1	0	0
Suspension	4	7	1	3	2	1
Removal	1	1	0	0	1	0
Other Disciplinary Actions**	0	0	0	0	2	3
Other 2**	0	0	0	0	0	0
Duty Hours*	0	2	0	1	0	0
Perf. Eval. / Appraisal	17	9	5	5	9	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	35	36	10	13	18	19
Sexual	1	4	2	1	2	0
Medical Examination	0	0	0	0	1	0
Pay including overtime	2	2	2	0	0	0
Promotion/Non-Selection	7	13	7	2	11	8
Reassignment						
Reassignment: Denied/Directed	2	2	2	1	0	1
Directed	4	0	4	2	1	0
Reasonable Accommodation Disability	9	10	6	4	9	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	3	0	1
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	7	1	0	1	2	0
Termination	8	4	2	3	7	1

Terms/Conditions of Employment*	17	12	6	17	0	0
Time and Attendance	4	6	2	2	1	1
Training	2	3	2	2	1	1
Other Terms/Conditions of Employment*	0	0	0	0	13	11

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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	231.0	217.41	219.88	197.79	232.55	205.40
Average number of days in final action	94.18	71.73	109.35	103.7	61.67	71.77
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	245.19	221.69	215.47	226.6	240.39	203.34
Average number of days in final action	81.33	39.89	35.25	59.0	28.54	14.42
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	218.16	200.7	227.2	183.15	223.08	205.50
Average number of days in final action	118.62	204.0	92.83	77.5	128.38	140.60

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Total Complaints Dismissed by Agency	4	6	4	6	2	4
Average days pending prior to dismissal	45	266	144	116.29	105.5	265.75
Complaints Withdrawn by Complainants						

Total Complaints Withdrawn by Complainants	5	6	3	8	8	6
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Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		2		0	
Without Hearing	1	100	0	0	0	0	0	0	2	100	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Part 7 Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	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		0		0		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	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	1	33.33	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
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	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	0	0
Disability	2	66.67	0	0	0	0	0	0	2	100	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

Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0
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	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	0	0
Disability	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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
	3		0		0		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	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	1	33.33	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
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	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	0	0
Disability	2	66.67	0	0	0	0	0	0	2	100	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

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions

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.

Part 8 Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	1	33	0	0	0	0	0	0	0	0	0	0
Non-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												
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	2	67	0	0	0	0	0	0	2	100	0	0
Reinstatement*	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	1	50	0	0
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
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	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/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	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*												
Denied	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	0	0	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
Findings Without Hearing	3		0		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	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	1	33	0	0	0	0	0	0	0	0	0	0
Non-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
Reassignment												
Denied	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	2	67	0	0	0	0	0	0	2	100	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	1	50	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	0
Training	0	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	0
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

Part 9 Pending Complaints Filed in Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	69	62	72	55	13	17
Total Complainants	63	55	63	47	12	17
Number complaints pending						
Investigation	0	1	1	0	0	1
ROI issued, pending Complainant's action	0	0	0	1	2	0
Hearing	58	52	56	45	11	14
Final Agency Action	12	7	12	8	0	2
Appeal with EEOC Office of Federal Operations	53	56	56	4	30	23

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	4	1	0	0

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

**Elijah E. Cummings Federal Employee Anti-Discrimination Act
of 2020 Addendum**

EPA (includes sub-level offices)

For 4th Quarter 2024 for period ending September 30, 2024

<i>Findings Details</i>											
		Date of Finding(s)	Agency	Law Violated						Disciplinary Action Decision	
				Title VII	PDA	Age	Rehab Act	EPA	GINA		
Comparative Data	2024 Thru Sept 30	0	EPA	0	0	0	0	0	0	0	
	Previous Fiscal Years	2023	6/14/2023	EPA	0	0	0	1	0	0	No
		2022	0	EPA	0	0	0	0	0	0	0
		2021	0	EPA	0	0	0	0	0	0	0
		2020	0	EPA	0	0	0	0	0	0	0
		2019	10/17/2018	EPA	1	0	0	2	0	0	No
		12/11/2018									
	2/21/2019										

<i>Class Complaints</i>	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Number of Class Complaints Filed	0	0	0	0	0	0

Class Complaint Details

Comparative Data	2024 Thru Sept 30	Date Filed	# Plaintiffs	Case Summary	Case Status	Class Certified
			0	0	0	0
Previous Fiscal Years	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

Elijah E. Cummings Federal Employee Anti- Discrimination Act of 2020 Addendum

EPA (includes sub-level offices)

For 4th Quarter 2024 for period ending September 30, 2024

<i>Class Complaints Finding Discrimination</i>	Comparative Data					
	Previous Fiscal Year Data					2024 Thru Sept 30
	2019	2020	2021	2022	2023	
Total Number of Class Complaint Findings	0	0	0	0	0	0

<i>Class Complaint Findings Details</i>				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>		Date of Finding(s)	Agency	Case Number(s)
	2024 Thru Sept 30	0	EPA	0
Previous Fiscal Years	2023	0	EPA	0
	2022	0	EPA	0
	2021	0	EPA	0
	2020	0	EPA	0
	2019	0	EPA	0