

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

## NOAA

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	53	66	46	41	65	3
Number of Complainants	53	64	44	40	62	3
Repeat Filers	0	2	2	1	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	2022Thru12-31
Race	15	27	14	15	24	0
Color	8	12	9	7	12	0
Religion	1	2	2	5	1	0
Reprisal	31	40	39	26	35	2
Sex	20	28	17	12	28	1
PDA	1	1	0	0	0	0

National Origin	6	8	10	6	12	1
Equal Pay Act	1	0	0	0	0	0
Age	19	33	21	14	20	0
Disability	14	26	20	16	27	1
Genetics	0	1	0	1	0	0
Non-EEO	1	2	0	0	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Appointment/Hire	3	4	1	0	4	0
Assignment of Duties	17	23	18	9	26	3
Awards	3	6	1	1	4	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	1	0
Reprimand	6	5	7	4	4	0
Suspension	6	2	5	4	5	0
Removal	0	0	0	0	0	0
Other	1	1	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	23	22	13	7	18	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	37	35	31	27	42	3

Sexual	2	3	0	1	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	5	1	0	2	3	0
Promotion/Non-Selection	7	14	7	7	10	0
<b>Reassignment</b>						
Denied	2	5	0	0	0	0
Directed	2	1	2	0	1	0
Reasonable Accommodation Disability	4	11	14	5	7	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	7	8	4	3	4	0
Termination	3	10	6	4	16	1
Terms/Conditions of Employment	9	15	15	14	16	2
Time and Attendance	14	12	12	11	12	0
Training	7	10	4	4	10	0
<b>Other</b>						
User Defined - Other 1	0	1	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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	181.30	202.41	211.65	211.72	203.72	194.07
Average number of days in final action	29.62	22.83	32.76	20.50	31.50	28.29
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	188.32	221.05	223.03	209.47	221.44	268.00
Average number of days in final action	18.86	11.33	14.79	11.15	6.00	18.43
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	175.50	191.35	204.64	214.05	198.96	166.00
Average number of days in final action	35.00	42.57	46.00	29.83	37.85	38.50
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	0	0	0	3	4	0
Average days pending prior to dismissal	0	0	0	25.33	16	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	5	3	4	5	4	1





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>2022Thru12- 31</b>	
	<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</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>	3		1		2		0		0		0	
Appointment/Hire	1	33	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
<b>Disciplinary Action</b>												
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	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
<b>Harassment</b>												
Non-Sexual	1	33	1	100	1	50	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	1	33	0	0	1	50	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 - User Define												
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
<b>Findings Without Hearing</b>	2		1		2		0		0		0	
Appointment/Hire	1	50	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	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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru12-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Total complaints from previous Fiscal Years	37	38	41	25	32	66
Total Complainants	37	38	41	25	31	62
<b>Number complaints pending</b>						
Investigation	3	0	0	0	0	16
ROI issued, pending Complainant's action	0	0	0	0	0	5
Hearing	32	33	36	20	27	33
Final Agency Action	1	5	4	2	0	1
Appeal with EEOC Office of Federal Operations	3	3	3	3	3	3
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru12-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	3	0	0	1	0	0