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

NOAA:54 (includes sub-level offices)

For 1st Quarter 2024 for period ending December 31, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	Pata		2024 Three 42 24
	2019	2020	2021	2022	2023	2024 Thru 12-31
Number of Complaints Filed	46	41	65	45	55	15
Number of Complainants	44	40	62	42	53	15
Repeat Filers	2	1	3	3	2	0

Dart 2 Complaints by Posis		Comparative Data											
Part 2 Complaints by Basis		Pr	evious Fiscal Year	Data		2024 Thru							
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							
Race	14	15	24	12	17	4							
Color	9 7 12			6	5	2							
Religion	2	5 1		20	7	0							
Reprisal	39	26	+		25	9							
Sex	17	12	28	13	12	7							
PDA	0	0	0	0	1	0							
National Origin	10	6	12	1	3	1							
Equal Pay Act	0	0	0	0	0	1							
Age	21	14	20	9	17	10							
Disability	20	16	27	23	36	7							
Genetics	0	1	0	1	1	0							
Non-EEO	0	0	0	0	1	0							

Part 3 Complaints By Issue			Compar	ative Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.			2024 Thru 12-31			
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		T	I	T	Ι	
FY2023.	2019	2020	2021	2022	2023	
Appointment/Hire	1	0	4	3	4	1
Assignment of Duties*	18	9	26	0	0	0
Awards	1	1	4	0	3	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action				•		
Demotion	0	0	1	0	0	0
Reprimand**	7	4	4	0	0	0
Suspension	5	4	5	4	2	0
Removal	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	4	5	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	13	7	18	6	14	2
Examination/Test	0	0	0	0	1	0
Harassment		_		,	,	
Non-Sexual	31	27	42	25	30	10
Sexual	0	1	1	0	0	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	3	4	2	1
Promotion/Non-Selection	7	7	10	3	3	1
Reassignment				•		
Reassignment: Denied/Directed	0	0	0	1	1	0
Directed	2	0	1	1	1	1
Reasonable Accommodation Disability	14	5	7	7	20	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	14	3	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	3	4	0	3	1
Termination	6	4	16	7	6	1
Terms/Conditions of Employment*	15	14	16	0	0	0
Time and Attendance	12	11	12	2	5	2
Training	4	4	10	3	6	1
Other Terms/Conditions of Employment*	0	0	0	22	26	8
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

		Comparative Data										
Part 4 Processing Time		Pr	evious Fiscal Year D	Data		2024 Thru 12 24						
	2019	2020	2021	2022	2023	2024 Thru 12-31						
Complaints pending during fiscal year												
Average number of days in investigation	211.65	211.72	203.72	199.31	207.51	170.44						
Average number of days in final action	32.76	20.5	31.5	21.91	19.43	18.43						
Complaints pending during fiscal year where h	nearing was requested											
Average number of days in investigation	223.03	209.47	221.44	241.59	208.42	181.60						
Average number of days in final action	14.79	11.15	6	10.41	12.75	10.75						
Complaints pending during fiscal year where h	nearing was not request	ted										
Average number of days in investigation	204.64	214.05	198.96	167.06	205.79	166.78						
Average number of days in final action	46	29.83	37.85	37.08	29.09	28.67						

	Comparative Data											
Part 5 Complaints Dismissed by Agency			0004 TI 40 04									
	2019	2020	2021	2022	2023	2024 Thru 12-31						
Part 5 Complaints Dismissed by Agency	0	3	4	2	8	0						
Average days pending prior to dismissal	0	25.33	16	23.67	377.75	0.00						
Co	omplaints Withd	rawn by Complai	nants									
Total Complaints Withdrawn by Complainants	4	5	4	3	6	1						

	Comparative Data												
Dowt C Total Final Against Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				2024	4 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	20	019	20)20	20)21	20)22	20)23	12	2-31	
		%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		0		0		1		0		0		
Without Hearing	2	100	0	0	0	0	1	100	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0	

Part 7 Finding of Discrimination Rendered by	Comparative Data												
Basis				Pre	vious Fis	cal Year D	ata				2024	Thru	
Note: Complaints can be filed alleging multiple	20	019	20	2020		2021		2022		023	12	12-31	
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		0		0		1		0		0		
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Reprisal	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Sex	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Disability	1	50.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	

Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	2		0		0		1		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	1	50.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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.

					С	ompar	ative D)ata				
Part 8 Finding of Discrimination Rendered by Issue				Previo	us Fisc	cal Yea	ar Data	à			2024	Thru 12
Tart of inding of Discrimination Rendered by issue	20)19	20)20	20	21	20)22	20	23		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		1		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 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	!		!	ļ.						ļ.		<u> </u>
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	50	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	50	0	0	0	0	1	100	0	0	0	0
Reassignment		1										
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	1	50	0	0	0	0	1	100	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	1	50	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 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 Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	<u> </u>	<u>I</u>								l	I	1
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		•		•						•	•	'
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	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

Findings Without Hearing	2		0		0		1		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 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	1	50	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	50	0	0	0	0	1	100	0	0	0	0
Reassignment	<u>, </u>	•	'	•	•	•	•	•		•	•	'
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	1	50	0	0	0	0	1	100	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	1	50	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							
		2024 Thru						
	2019	2020	2021	2022	2023	12-31		
Total complaints from previous Fiscal Years	41	25	32	43	42	69		
Total Complainants	41	25	31	41	41	65		
Number complaints pending								
Investigation	0	0	0	0	0	15		
ROI issued, pending Complainant's action	0	0	0	0	12	22		
Hearing	36	20	27	35	21	24		
Final Agency Action	4	2	0	0	4	4		
Appeal with EEOC Office of Federal Operations	3	3	3	8	8	11		

Part 10 Complaint Investigations	Comparative Data							
		2024 Thru						
	2019	2020	2021	2022	2023	12-31		
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0		