

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174¹

Comparative Data (2019, 2020, 2021, 2022, and 2023) Previous Fiscal Year Data²

Complaint Activity

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 through 3/31/24 |
|----------------------------|------|------|------|------|------|----------------------|
| Number of Complaints Filed | 7 | 8 | 7 | 5 | 5 | 4 |
| Number of Complainants | 7 | 8 | 7 | 5 | 5 | 4 |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 |

Complaints by Basis

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 through 3/31/24 |
|---------------------|------|------|------|------|------|----------------------|
| Race | 3 | 4 | 0 | 1 | 2 | 0 |
| Color | 1 | 3 | 1 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 3 | 5 | 6 | 4 | 4 | 4 |
| Sex | 2 | 3 | 5 | 2 | 0 | 1 |
| National Origin | 0 | 2 | 1 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 3 | 2 | 1 | 1 | 1 | 1 |
| Disability | 5 | 2 | 2 | 3 | 4 | 3 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 2 | 0 | 0 |

Complaints by Issue

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 through 3/31/24 |
|----------------------|------|------|------|------|------|----------------------|
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 2 | 1 | 1 | 2 | 1 | 0 |

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 through 3/31/24 |
|----------------------------------|------|------|------|------|------|----------------------|
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action- Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action - Reprimand | 0 | 0 | 0 | 0 | 0 | 1 |
| Disciplinary Action – Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action - Suspension | 1 | 0 | 1 | 0 | 1 | 0 |
| Disciplinary Action – Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 2 | 5 | 4 | 3 | 0 | 1 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment - Non-Sexual | 4 | 7 | 5 | 4 | 3 | 3 |
| Harassment – Sexual | 0 | 0 | 4 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 1 | 0 |
| Pay (Including Overtime) | 0 | 1 | 0 | 0 | 1 | 1 |
| Promotion/Non-Selection | 2 | 1 | 2 | 1 | 1 | 1 |
| Reassignment – Denied | 0 | 0 | 0 | 1 | 1 | 0 |
| Reassignment – Directed | 0 | 1 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 3 | 0 | 2 | 2 | 2 | 2 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 2 | 2 | 1 | 0 | 1 | 1 |
| Terms/Conditions of Employment | 3 | 6 | 6 | 0 | 1 | 1 |
| Time and Attendance | 2 | 4 | 1 | 1 | 2 | 2 |
| Training | 0 | 0 | 1 | 0 | 0 | 1 |
| Other | 0 | 0 | 0 | 0 | 1 | 0 |

Complaints pending (for any length of time) during fiscal year

Processing Time

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 through 3/31/24 |
|---|------|--------|--------|-------|--------|----------------------|
| Average number of days in investigation stage ³ | 25 | 301.75 | 261 | 311.4 | 223.33 | 0 |
| Average number of days in final action stage ⁴ | 286 | 190.83 | 210.67 | 64.4 | 86 | 0 |
| Complaints pending (for any length of time) during fiscal year where hearing was requested ⁵ | NA | NA | NA | NA | NA | NA |

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 through 3/31/24 |
|---|------|------|------|------|------|----------------------|
| Average number of days in investigation stage | NA | NA | NA | NA | NA | NA |
| Average number of days in final action stage | NA | NA | NA | NA | NA | NA |
| Complaints pending (for any length of time) during fiscal year where hearing was not requested ⁵ | NA | NA | NA | NA | NA | NA |
| Average number of days in investigation stage | NA | NA | NA | NA | NA | NA |
| Average number of days in final action stage | NA | NA | NA | NA | NA | NA |

Complaints Dismissed by Agency

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 through 3/31/24 |
|---|------|-------|------|------|------|----------------------|
| Total Complaints Dismissed by Agency | 2 | 2 | 1 | 1 | 0 | 3 |
| Average days pending prior to dismissal | 112 | 205.5 | 724 | 227 | 0 | 36.33 |

Complaints Withdrawn by Agency

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 through 3/31/24 |
|--|------|------|------|------|------|----------------------|
| Total Complaints Withdrawn by Complainants | 3 | 1 | 4 | 3 | 0 | 0 |

Total Final Actions Finding Discrimination⁶

| | 2019 | | 2020 | | 2021 | | 2022 | | 2023 | | 2024 through 3/31/24 | |
|------------------------------|------|----|------|----|------|----|------|----|------|----|----------------------|----|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Without Hearing ⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| With Hearing ⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

Findings of Discrimination Rendered by Basis⁷

| | 2019 | | 2020 | | 2021 | | 2022 | | 2023 | | 2024 through 3/31/24 | |
|---------------------------------------|------|----|------|----|------|----|------|----|------|----|----------------------|----|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | 0 | 0 | 0 | 0 | 0 | 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 |
| 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 |
| Genetic Information | 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 ⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Race | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Color | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Religion | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reprisal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Sex | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| National Origin | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Equal Pay Act | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Age | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disability | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Genetic Information | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Non-EEO | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Findings Without Hearing ⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Race | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Color | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Religion | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reprisal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Sex | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| National Origin | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Equal Pay Act | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

| | 2019 | | 2020 | | 2021 | | 2022 | | 2023 | | 2024 through 3/31/24 | |
|---------------------|------|----|------|----|------|----|------|----|------|----|----------------------|----|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Age | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disability | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Genetic Information | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Non-EEO | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

Findings of Discrimination Rendered by Issue

| | 2019 | | 2020 | | 2021 | | 2022 | | 2023 | | 2024 through 3/31/24 | |
|----------------------------------|------|---|------|---|------|---|------|---|------|---|----------------------|---|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 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 |
| Disciplinary Action - Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action - Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action – 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 |
| Evaluation 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 - Non-Sexual | 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 |
| 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 |
| Reassignment – Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 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 |
| Retirement | 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 |

| | 2019 | | 2020 | | 2021 | | 2022 | | 2023 | | 2024 through 3/31/24 | |
|---------------------------------------|------|----|------|----|------|----|------|----|------|----|----------------------|----|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings After Hearing ⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Appointment/Hire | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Assignment of Duties | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Awards | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Conversion to Full-time | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action – Demotion | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Reprimand | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Suspension | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action – Removal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action – Other | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Duty Hours | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Evaluation Appraisal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Examination/Test | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Harassment - Non-Sexual | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Harassment – Sexual | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Medical Examination | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Pay (Including Overtime) | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Promotion/Non-Selection | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reassignment – Denied | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reassignment – Directed | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reasonable Accommodation | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reinstatement | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Retirement | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Termination | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Terms/Conditions of Employment | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Time and Attendance | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Training | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Other | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Findings Without Hearing ⁵ | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Appointment/Hire | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Assignment of Duties | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

| | 2019 | | 2020 | | 2021 | | 2022 | | 2023 | | 2024 through 3/31/24 | |
|----------------------------------|------|----|------|----|------|----|------|----|------|----|----------------------|----|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Awards | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Conversion to Full-time | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action – Demotion | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Reprimand | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action - Suspension | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action – Removal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Disciplinary Action – Other | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Duty Hours | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Evaluation Appraisal | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Examination/Test | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Harassment - Non-Sexual | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Harassment – Sexual | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Medical Examination | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Pay (Including Overtime) | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Promotion/Non-Selection | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reassignment – Denied | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reassignment – Directed | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reasonable Accommodation | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Reinstatement | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Retirement | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Termination | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Terms/Conditions of Employment | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Time and Attendance | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Training | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Other | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

Pending Complaints Filed in Previous Fiscal Years by Status

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 through 3/31/24 |
|---|------|------|------|------|------|----------------------|
| Total complaints from previous Fiscal Years | 3 | 5 | 9 | 4 | 2 | 4 |
| Total Complainants | 3 | 5 | 9 | 4 | 2 | 4 |

Number complaints pending

| Pending Complaints Filed in Previous Fiscal Years by Status | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 through 3/31/24 |
|--|-------------|-------------|-------------|-------------|-------------|-----------------------------|
| Investigation ³ | 2 | 1 | 0 | 0 | 0 | 3 |
| Hearing ⁵ | 0 | NA | NA | NA | NA | NA |
| Final Action ⁴ | 4 | 1 | 1 | 0 | 0 | 0 |
| Appeal with EEOC Office of Federal Operations ⁷ | 3 | NA | NA | NA | NA | NA |

| Complaint Investigations | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 through 3/31/24 |
|--|-------------|-------------|-------------|-------------|-------------|-----------------------------|
| Pending Completion Where Investigation Exceeds Required Time Frames ⁸ | 0 | NA | NA | NA | NA | NA |

¹ Most federal agencies are covered by the federal sector EEO complaint process. 29 C.F.R. Part 1614. In that process, complainants can request a hearing from an EEOC Administrative Judge and appeal agency final action to EEOC’s Office of Federal Operations, among other things. 29 C.F.R. §§ 1614.109, 1614.401. GAO is specifically excluded from that process. 29 C.F.R. § 1614.103(d)(2) (“This part does not apply to: ... (2) Employees of the General Accounting Office.”) GAO instead operates under the EEO complaint process in GAO Order 2713.2, Discrimination Complaint Resolution Process.

²In January 2020, GAO revised its approach to data reporting to better mirror data reported by agencies operating under the federal sector EEO complaint process. GAO did not revise the comparative EEO data from previous fiscal years. See Pub. L. No. 107 174, title III, § 301(c)(2), 116 Stat. 566, 574 (May 15, 2002) (requiring agencies to include “year-end data for each of the 5 immediately preceding fiscal years”).

³For our purposes here, an “investigation” commences when a complainant or a representative file a complaint and ceases when GAO transmits the investigative file or the supplemental investigative file, whichever is later, to a complainant or a representative.

⁴For our purposes here, “final action” commences when GAO transmits the investigative file or the supplemental investigative file, whichever is later, to a complainant or a representative and ceases when GAO issues a final decision or the matter is otherwise resolved.

⁵See supra note 1. Under GAO Order 2713.2, unless the matter is resolved or an individual complainant seeks relief from GAO’s Personnel Appeals Board (PAB) or a federal district court, the complainant will receive a final decision within 90 days of receiving a copy of the investigative file.

⁶For our purposes here, “final action by an agency involving a finding of discrimination” means a final decision with a finding of discrimination.

⁷ See supra note 1. Under GAO Order 2713.2, complainants may seek relief, after the receipt of a dismissal or final decision or after certain timeframes have passed, from the PAB or a federal district court.

⁸ GAO is not covered by the investigation timeframes in 29 C.F.R. § 1614.106(e)(2). However, GAO Order 2713.2 provides that GAO endeavors to complete an investigation within 180 days of the

filing date of an individual complaint. If a complaint is amended, GAO endeavors to complete the investigation within the earlier of 180 days after the last amendment to the complaint or 360 days after the filing of the original complaint.