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

Goddard Space Flight Center - GSFC (includes sub-level offices)

For 4th Quarter 2023 for period ending September 30, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pr	evious Fiscal Year Da	ita		2022 Th 00 20
	2018	2019	2020	2021	2022	2023 Thru 09-30
Number of Complaints Filed	17	7	7	4	3	4
Number of Complainants	16	7	6	4	3	4
Repeat Filers	1	0	1	0	0	0

Dout 2 Commissions by Donie			Compara	parative Data								
Part 2 Complaints by Basis		Pı	revious Fiscal Year Da	nta		2022 Th						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 09-30						
Race	11	4	5	4	0	2						
Color	3	0 0 8 4		1	0	1						
Religion	0	0	3	1	2	1						
Reprisal	8	4	4	2	0	3						
Sex	8	2	4	3	0	1						
PDA	0	0	0	0	0	0						
National Origin	1	1	3	1	1	1						
Equal Pay Act	0	0	0	0	0	0						
Age	2	1	2	2	1	0						
Disability	5	5 1		0	2	2						
Genetics	0	0	0	0	1	0						
Non-EEO	2	0	0	0	0	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. 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:		2023 Thru 09-30				
Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2018	2019	2020	2021	2022	_
Appointment/Hire	2	2	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0
Awards	1	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action		•	•	•	•	•
Demotion	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	1	0	1
Other Disciplinary Actions**	0	0	0	0	0	1
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	1	3	1	0	0	2
Examination/Test	0	0	0	0	0	0
Harassment			1	l.	1	
Non-Sexual	13	5	5	1	1	4
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	1
Promotion/Non-Selection	4	0	2	1	0	0
Reassignment			1		1	
Reassignment: Denied/Directed	0	0	0	0	0	0
Directed	1	0	1	1	0	0
Reasonable Accommodation Disability	1	1	1	0	0	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	0	0	0	1
Termination	1	0	1	2	1	1
Terms/Conditions of Employment*	2	0	1	0	2	0
Time and Attendance	0	0	0	0	0	1
Training	1	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	4
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

			Compara	ative Data		
Part 4 Processing Time		Pr	evious Fiscal Year Da	ta		2022 Th 00 20
	2018	2019	2020	2021	2022	2023 Thru 09-30
Complaints pending during fiscal year						
Average number of days in investigation	245.14	249.5	297.5	162.67	185.5	270.00
Average number of days in final action	113.6	574.25	68.33	41	49.67	33.00
Complaints pending during fiscal year where hear	ring was requested					
Average number of days in investigation	265.75	241.17	297.5	162.67	226.12	270.00
Average number of days in final action	34.67	0	34	41	46	13.00
Complaints pending during fiscal year where hear	ring was not requested					
Average number of days in investigation	217.67	262	0	0	209	0.00
Average number of days in final action	103	574.25	137	0	57	0.00

	Comparative Data												
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year I	Data									
	2018	2019	2020	2021	2022	2023 Thru 09-30							
Part 5 Complaints Dismissed by Agency	0	1	5	1	1	1							
Average days pending prior to dismissal	0	109	161.2	83	50	64.00							
	Complaints Withd	rawn by Complain	nants										
Total Complaints Withdrawn by Complainants	0	4	0	0	0	0							

	Comparative Data												
Doub & Total Final Agana, Actions Finding Discrimination				Prev	ious Fis	cal Year	Data				2023 Thru		
Part 6 Total Final Agency Actions Finding Discrimination	20	2018		2019)20	20)21	2022		09	9-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		1		0		0		
Without Hearing	0	0	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						Compara	tive Data						
Basis				Pr	evious Fis	cal Year Da	ıta				2023	Thru	
Note: Complaints can be filed alleging multiple bases.	2018		20	2019		2020		2021)22	09	9-30	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		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	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	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	0		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	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	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.

	Comparative Data													
				Previ	ous Fisc	cal Yea	r Data				2023 T	hru 09-30		
Part 8 Finding of Discrimination Rendered by Issue	20	18	20)19	20	20	20	21	20	22				
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		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	0	0	0	0	0	0	0	0	0	0	0	0		
Medical Examination	0	0	0	0	0	0	1	100	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		
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					!			ļ			l	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				l.								
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	l .		Į.		!	<u>I</u>		Į.	<u>I</u>	Į.	<u>!</u>	<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	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	0		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	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	100	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	•		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	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Total complaints from previous Fiscal Years	11	11	5	4	4	4		
Total Complainants	9	11	5	4	4	4		
Number complaints pending								
Investigation	0	0	0	0	0	1		
ROI issued, pending Complainant's action	0	0	0	0	0	1		
Hearing	7	6	4	3	1	1		
Final Agency Action	3	4	0	0	0	0		
Appeal with EEOC Office of Federal Operations	1	3	4	0	1	0		

Part 10 Complaint Investigations	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0		