

**National Endowment for the Arts  
 Equal Employment Opportunity Data Posted Pursuant to the  
 No FEAR Act  
 Internal Complaint Activity**

Complaint Activity	2017	2018	2019	2020	2021	FY22 10/01/21 through 09/30/22
Number of Complaints Filed	1	2	2	1	0	0
Number of Complainants	1	2	2	1	0	0
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	2017	2018	2019	2020	2021	FY22 10/01/21 through 09/30/22
Race	1	2	0	0	0	0
Color	0	1	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	1	0	1	0	0
Sex	1	1	1	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	0	1	0	0	0
Disability	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	2017	2018	2019	2020	2021	FY22 10/01/21 through 09/30/22
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	1	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	0	1	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	1	1	1	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	2	1	1	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	1	0	0	0	0
Time and Attendance	0	1	0	0	0	0
Training	0	1	0	0	0	0
Other	0	0	0	0	0	0

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<b>Processing Time</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY22 10/01/21 through 09/30/22</b>
<b>Complaints pending during fiscal year</b>	1	3	4	2	0	0
Average number of days in investigation stage	192	101	73	85	0	0
Average number of days in final action stage	0	0	25	0	0	0
<b>Complaints pending during fiscal year where hearing was requested</b>	1	1	2	1	0	0
Average number of days in investigation stage	192	0	78	281	0	0
Average number of days in final action stage	0	0	0	0	0	0
<b>Complaint pending during fiscal year where hearing was not requested</b>	0	0	2	0	0	0
Average number of days in investigation stage	0	0	67	0	0	0
Average number of days in final action stage	0	0	50	0	0	0
<b>* Includes FY 2019 furlough</b>						

<b>Complaints Dismissed by Agency</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY22 10/01/21 through 09/30/22</b>
Total Complaints Dismissed by Agency	0	0	0	0	0	0

<b>Complaints Withdrawn by Complainants</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY22 10/01/21 through 09/30/22</b>
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0

<b>Total Final Actions Finding Discrimination</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY22 10/01/21 through 09/30/22</b>
Total Number Findings	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Basis</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY22 10/01/21 through 09/30/22</b>
Total Number Findings	0	0	0	0	0	0

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY22 10/01/21 through 09/30/22</b>
Total complaints from previous Fiscal Years	2	3	3	1	2	1
Total Complainants	2	3	3	1	2	1
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	0
Hearing	0	1	1	1	1	0
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	2	2	0	0	0	0

<b>Complaint Investigations Exceed Required Time Frame</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY22 10/01/21 through 09/30/22</b>
Pending Complaints Where Investigations Exceeds Required Time Frames	0	1	2	1	0	0