

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

Complaint Activity	2018	2019	2020	2021	2022	FY23 10/01/22 through 09/30/23
Number of Complaints Filed	2	2	1	0	0	0
Number of Complainants	2	2	1	0	0	0
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	2018	2019	2020	2021	2022	FY23 10/01/22 through 09/30/23
Race	2	0	0	0	0	0
Color	1	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	1	0	1	0	0	0
Sex	1	1	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	1	0	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	2018	2019	2020	2021	2022	FY23 10/01/22 through 09/30/23
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	1	0	0	0
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
Reprimand	1	0	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	1	1	1	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	1	1	0	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	1	0	0	0	0	0
Time and Attendance	1	0	0	0	0	0
Training	1	0	0	0	0	0
Other	0	0	0	0	0	0

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Processing Time	2018	2019	2020	2021	2022	FY23 10/01/22 through 09/30/23
Complaints pending during fiscal year	3	4	2	0	0	0
Average number of days in investigation stage	101	73	85	0	0	0
Average number of days in final action stage	0	25	0	0	0	0
Complaints pending during fiscal year where hearing was requested	1	2	1	0	0	0
Average number of days in investigation stage	0	78	281	0	0	0
Average number of days in final action stage	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested	0	2	0	0	0	0
Average number of days in investigation stage	0	67	0	0	0	0
Average number of days in final action stage	0	50	0	0	0	0
* Includes FY 2019 furlough						

Complaints Dismissed by Agency	2018	2019	2020	2021	2022	FY23 10/01/22 through 09/30/23
Total Complaints Dismissed by Agency	0	0	0	0	0	0

Complaints Withdrawn by Complainants	2018	2019	2020	2021	2022	FY23 10/01/22 through 09/30/23
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0

Total Final Actions Finding Discrimination	2018	2019	2020	2021	2022	FY23 10/01/22 through 09/30/23
Total Number Findings	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	2018	2019	2020	2021	2022	FY23 10/01/22 through 09/30/23
Total Number Findings	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	2018	2019	2020	2021	2022	FY23 10/01/22 through 09/30/23
Total complaints from previous Fiscal Years	3	3	1	2	1	0
Total Complainants	3	3	1	2	1	0
Number complaints pending						
Investigation	0	0	0	0	0	0
Hearing	1	1	1	1	0	0
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	2	0	0	0	0	0

Complaint Investigations Exceed Required Time Frame	2018	2019	2020	2021	2022	FY23 10/01/22 through 09/30/23
Pending Complaints Where Investigations Exceeds Required Time Frames	1	2	1	0	0	0