

**Fiscal Year 2023: Annual Report to Congress on the
Notification and Federal Employee Antidiscrimination
and Retaliation (No FEAR) Act of 2002**

Office of Equal Opportunity, Diversity, and Inclusion (OEDI)

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I. INTRODUCTION

The U.S. International Development Finance Corporation (DFC) is the U.S. Government's development finance institution. DFC was established in 2019 following the passage of the Better Utilization of Investments Leading to Development (BUILD) Act of 2018, which strengthened and modernized American development finance. The BUILD Act combined the capabilities of the Overseas Private Investment Corporation (OPIC) and the U.S. Agency for International Development (USAID) Development Credit Authority.

DFC partners with the private sector to finance solutions to the most critical challenges facing the developing world today. We invest across sectors including energy, healthcare, critical infrastructure, and agriculture. DFC also provides financing for small businesses to create jobs in emerging markets. DFC investments adhere to high standards and respect the environment, human rights, and worker rights.

This Annual Report to Congress, which covers Fiscal Year (FY) 2023, is required by Title II, Section 203 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 ("No FEAR Act" or "Act"), Public Law 107-174. The No FEAR Act holds federal agencies accountable for violations of anti-discrimination and whistleblower protection laws and requires an Annual Report.

DFC's OEDI (Office of Equal Opportunity, Diversity, and Inclusion) provides technical and policy advice to DFC leadership on civil rights and civil liberties issues. OEDI ensures the agency's compliance with the statutes, regulations, and executive orders which prohibit discrimination in the workplace. Its mission is to ensure a diverse, equitable, inclusive, and accessible workplace free from unlawful discrimination through active engagement, training, and enforcement of civil rights laws, regulations, and other guiding sources. OEDI is responsible for the day-to-day operations of DFC's Equal Employment Opportunity (EEO) program, including processing EEO complaints and oversight of the DFC's Alternative Dispute Resolution (ADR) program. OEDI is also responsible for the DFC's diversity, equity, inclusion, and accessibility (DEIA) strategy and programming, Special Emphasis Program and observances, and support of Employee Resource Groups (ERGs).

II. BACKGROUND

The No FEAR Act was signed into law by President George W. Bush on May 15, 2002, and became effective on October 1, 2003. The Act requires federal agencies to be accountable for violations of anti-discrimination and whistleblower protection laws and to post certain statistical data relating to Federal sector EEO complaints filed with the agency.

Section 203 of the No FEAR Act requires that each Federal agency submit an annual report to Congress not later than one-hundred eighty (180) days after the end of each fiscal year. Agencies must report on the number of Federal District Court cases arising under each of the respective areas of law specified in the Act in which discrimination

was alleged; the status or disposition of cases; the amount of money required to be reimbursed; the number of employees disciplined; any policies implemented related to appropriate disciplinary actions against the Federal employee who discriminated against any individual or committed a prohibited personnel practice; and an analysis of the data collected with respect to trends, causal analysis, etc.

The No FEAR Act requires Federal agencies to submit an Annual Report to the speaker of the House of Representatives, the president pro tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Attorney General, and the Equal Employment Opportunity Commission (EEOC). Additionally, the U.S. Office of Personnel Management's (OPM) final regulation on the No FEAR Act issued on December 28, 2006, requires that OPM receive a copy of the report.

III. FY 2023 COMPLAINT ACTIVITY

A. Civil Cases

Section 203(a)(1) of the No FEAR Act requires that agencies include in their Annual Report to Congress "the number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201 (a) in which discrimination on the part of such agency was alleged." Section 724.302 of OPM's final regulations issued on December 28, 2006, clarifies section 203(a)(1) of the No FEAR Act, stating that Federal agencies report on "the number of cases in Federal Court pending or resolved arising under each of the respective provisions of the Federal anti-discrimination laws and whistleblower protection laws applicable to them in which an employee, former Federal employee, or applicant alleged a violation(s) of these laws, separating data by the provision(s) of law involved."

- During FY 2023, there were no Federal District Court discrimination cases pending, dismissed, or settled against the agency.

B. Reimbursement to the Judgment Fund/Budget Adjustment

OPM published final regulations in the Federal Register on January 22, 2004, and final on May 10, 2006, to clarify the agency reimbursement provisions of Title II of the No FEAR Act. These regulations state, among other things, that the Financial Management Service (FMS), U.S. Department of the Treasury (FMS) will provide notice to an agency's chief financial officer within 15 business days after payment from the Judgment Fund. The agency is required to reimburse the Judgment Fund within 45 business days after receiving notice from FMS or must contact FMS to plan, in writing, for reimbursement. Section 203(a)(8) of the No FEAR Act requires that agencies include in their Annual Report to Congress information about "any adjustment (to the extent the adjustment can be ascertained in the budget of the agency) to comply with the requirements under section 201."

- The Treasury Judgment Fund paid no monies on behalf of DFC for discrimination cases filed in Federal District Court resulting in judgments, awards, or compromise settlements during FY 2023.
- The agency did not make any adjustment to its budget during FY 2023.

C. Types of Disciplinary Actions

Section 203(a)(4) of the No FEAR Act requires that agencies include in the Annual Report to Congress “the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1).” Section 203(a)(1) requires that agencies report “the number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a) in which discrimination on the part of such agency was alleged.” OPM’s final regulation issued December 28, 2006, provides that these cases refer to the number of discrimination cases for which the Judgment Fund paid on behalf of the agency. The regulations also define disciplinary actions to include any one or a combination of the following actions: reprimand, suspension without pay, reduction in grade or pay, or removal.

- The agency took no disciplinary actions arising from conduct inconsistent with Federal antidiscrimination or whistleblower laws during FY 2023.

IV. FINAL YEAR-END DATA

The final year-end data posted pursuant to Section 301(c)(1)(B) of the No FEAR Act is included in Appendix A.

V. POLICY DESCRIPTION ON DISCIPLINARY ACTIONS

Section 203(a)(6) of the No FEAR Act requires that agencies include in the Annual Report to Congress a detailed description of the policy implemented to discipline employees who violate federal laws prohibiting discrimination. DFC is committed to maintaining a workplace that promotes productivity, professionalism, and an environment that protects the dignity of all its workers. DFC policy statements are sent annually to all employees and contractors. These statements emphasize DFC’s commitment to ensuring that its employees and applicants for employment are treated equitably in an environment that is free from discrimination and harassment based on race, religion, color, sex, pregnancy, sexual orientation, gender identity, parental status, marital status, national origin, age, disability, medical history, or genetic information. All employees are responsible for exhibiting professional conduct and behavior in the workplace and cooperating in the enforcement of this policy. Further, individuals engaging in conduct or behavior that violates this policy may be subjected to disciplinary action up to and including removal from Federal service. See EEO Policy Statement (Appendix B) and Anti-Harassment Policy Statement (Appendix C).

DFC maintains a policy on disciplinary and adverse actions, outlining the procedures for addressing employee misconduct, including a table of suggested penalties for various infractions. This includes several categories addressing conduct that is inconsistent with federal anti-discrimination or whistleblower laws. Using a progressive discipline approach and depending on the nature of the misconduct, the penalties can range from a written reprimand for a first offense to removal from duty.

VI. DATA ANALYSIS

Section 203(a)(7) of the No FEAR Act requires that agencies undertake “an examination of trends, causal analysis, and practical knowledge gained through experience and any actions planned or taken to improve complain or civil rights programs of DFC.”

A. Trends

Formal complaint activity stayed constant from FY 2022 through FY 2023. Four (4) formal complaints were filed in the current reporting period. The bases for the four complaints filed in FY 2023 included race, sex, disability, national origin, and age. Two (2) of the complaints were based on national origin only. One complaint alleged age, sex, and disability. One complaint alleged race, age, and sex.

In FY 2022, no complaints cited national origin as the basis. In FY 2022, age was alleged in two (2) cases in comparison to one case in FY 2023. Race complaints declined from three (3) cases in 2022 to only one in FY 2023. Disability cases fell from two (2) cases in FY 2022 to one in FY 2023. Age allegations doubled from one case in FY 2022 to two (2) cases in FY 2023. Discrimination cases alleging sex as a factor also doubled from one case the previous year to two (2) in FY 2023.

In FY 2023, the leading issues for complaint activity were evaluation/appraisal and non-sexual harassment. Those issues were cited in two (2) complaints. Appointment/hiring was an issue in one case. Suspension was also raised in one case. Of note, harassment complaints dropped 50% from four (4) in FY 2022 to two (2) in FY 2023.

When comparing DFC with other similar-sized federal agencies, DFC’s complaint activity as a percentage of the Total Workforce was 0.6% in FY 2023, which was higher than the government-wide measure of complaint activity (0.36%) but lower than complaint activity for Small Level Agencies (0.81%) and Micro Level Agencies (0.93%). [Source: FY 2020 EEOC Federal Sector Report, Table B-1, FY 2020 Total Work Force Counselings and Complaints.]

B. Causal Analysis

In FY 2023, DFC’s complaint activity remained steady, yet relatively low for its size. Currently, DFC is a small agency with just over 600 employees. The agency is also rapidly growing. It is difficult to determine the systemic issues. DFC is considering the acquisition of a complaint tracking and reporting system that would enable regular analysis and reporting to the head of agency on its complaint matters.

C. Knowledge Gained

DFC will continue to educate the workforce about anti-discrimination and whistleblower protection laws and their role in proactive prevention, through education, awareness communications, and training. In addition, DFC will continue to educate employees on the availability of conflict management and ADR. ADR is an option at all stages of the EEO process and DFC managers and employees are educated on the benefits of ADR. The agency and its leadership strongly promote and advocate employee outreach, employee training, and zero tolerance of workplace discrimination. DFC has also invested in providing training and seminars in leadership development, managing workforce generations, disability awareness, and work-life balance.

VII. ACCOMPLISHMENTS

DFC is committed to building a Model EEO Program. In FY 2023, DFC appointed a Chief Equal Opportunity Diversity & Inclusion Officer (CEDIO). The CEDIO leads the newly formed OEDI. OEDI was established with eight (8) full-time equivalent (FTE) positions dedicated to serving the function. The OEDI team has accomplished the following for the agency:

- Established OEDI and hired five (5) FTE positions.
- Timely filed the required annual EEO reports to EEOC, OPM, Department of Justice (DOJ), Congress, etc.
- Established EEO internal controls and systematized recordkeeping in support of a Model EEO Program.
- Worked collaboratively with the Office of Human Resources Management (OHRM), Office of External Affairs, Office of General Counsel, Office of Information Technology, and Office of Congressional Ethics to develop a Model EEO Program.
- Communicated the Anti-Harassment policy and procedures to the workforce.
- Communicated the EEO policy and procedures to the workforce.
- Required EEO and Anti-Harassment mandatory training.
- Updated the Reasonable Accommodations/Personal Assistant Services policy.
- Provided the CEO regular OEDI program updates.
- Communicated EEO information as a permanent segment of DFC New Employee Orientation and DFC 101.
- OEDI reviewed applicant flow and other internal data to inform its Model EEO Program.
- Established a Staff Champions program to support the OEDI strategy.
- Designed and facilitated Special Emphasis Programming, such as Black History Month and Hispanic Heritage Month. Trained and provided guidance to EEO collateral duty counselors.
- Updated internal and external EEO web pages to reflect the current OEDI staff, EEO counselors, policies, processes, programs, authorities, and reports.

VIII. DFC'S PLAN TO IMPROVE OEDI PROGRAMS

Section 203(a)(7)(D) of the No FEAR Act requires that agencies report any actions planned or taken to improve complaint or civil rights programs. DFC's planned FY 2024 activities toward a Model EEO Program include:

- Collaborating with OHRM to pilot DFC exit surveys.
- Providing additional education to staff on Schedule A hiring authority.
- Establishing regular EEO management/supervisory updates.
- Continuing to support the development of ERGs.
- Continuing to improve DFC's Special Emphasis Programs.
- Hiring approved OEDI FTEs and ensure sufficient funding for continuous education, OEDI contract support, and program operational funding.
- Obtaining training for and establishing team to conduct barrier analysis.
- Acquiring Federal EEO data and reporting software.

IX. NO FEAR ACT TRAINING PLAN

Section 202(c) of the No FEAR Act requires Federal agencies to provide training to their employees on the rights and remedies under Federal anti-discrimination laws and whistleblower protection laws. Under Section 724.203, Federal agencies were required to develop a written training plan and to have trained their employees by December 17, 2006, and every two years thereafter. Under implementing regulations, new employees are to receive No FEAR Act training within 90 days of appointment, which can be met through an agency orientation or training program.

DFC currently adheres to the training plan outlined in the No FEAR Act. Employees' rights under civil rights regulations are covered in their onboarding orientation session. In addition, new hires are assigned several trainings as part of their onboarding through the agency's electronic learning management system, FedTalent. No FEAR Act training is a part of the suite of programs that must be completed as part of onboarding at DFC. DFC also tracks employees needing to take the biannual training requirement. This system will assign all agency personnel to fulfill their requirement at the appointed time.

Respectfully submitted,



Scott Nathan
Chief Executive Officer
April 1, 2024

Equal Employment Opportunity Data¹

Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No Fear Act), Pub. L. 107-174

Formal Complaint Activity	Comparative Previous Fiscal Year Data					2023 Total (Through Q4) ²
	2018	2019	2020	2021	2022	
Number of Complaints Filed	n/a	n/a	0	1	4	4
Number of Complainants	n/a	n/a	0	1	4	4
Repeat Filers	n/a	n/a	0	0	0	0

Formal Complaint by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Previous Fiscal Year Data					2023 Total (Through Q4)
	2018	2019	2020	2021	2022	
Race	n/a	n/a	0	1	3	1
Color	n/a	n/a	0	0	0	0
Religion	n/a	n/a	0	0	0	0
Reprisal	n/a	n/a	0	0	1	0
Sex	n/a	n/a	0	1	1	2
National Origin	n/a	n/a	0	0	0	2
Equal Pay Act	n/a	n/a	0	0	0	0
Age	n/a	n/a	0	0	1	2
Disability	n/a	n/a	0	0	2	1
Genetic Information	n/a	n/a	0	0	0	0
Non-EEO basis	n/a	n/a	0	0	0	0

Formal Complaint by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Previous Fiscal Year Data					2023 Total (Through Q4)
	2018	2019	2020	2021	2022	
Appointments/Hire	n/a	n/a	0	0	1	1
Assignment of Duties	n/a	n/a	0	0	0	0
Awards	n/a	n/a	0	0	0	0

¹ The U.S. International Development Finance Corporation (DFC) was authorized by the Better Utilization of Investments Leading to Development Act of 2018 (BUILD Act, Division F of P.L. 115-254) and launched operations in December 2019.

² All FY 2023 data through Q4 is reported as of September 30, 2023.

Conversion to Full-time	n/a	n/a	0	0	0	0
Disciplinary Action						
Demotion	n/a	n/a	0	0	0	0
Reprimand	n/a	n/a	0	1	0	0
Removal	n/a	n/a	0	0	0	0
Suspension	n/a	n/a	0	0	0	1
Other	n/a	n/a	0	0	1	0
Duty Hours	n/a	n/a	0	0	0	0
Evaluation Appraisal	n/a	n/a	0	0	1	2
Examination/Test	n/a	n/a	0	0	0	0
Harassment						
Non-Sexual	n/a	n/a	0	1	4	2
Sexual	n/a	n/a	0	0	0	0
Medical Examination	n/a	n/a	0	0	0	0
Pay (Including Overtime)	n/a	n/a	0	0	0	0
Promotion/Non-Selection	n/a	n/a	0	0	0	0
Reassignment						
Denied	n/a	n/a	0	0	0	0
Directed	n/a	n/a	0	0	0	0
Reasonable Accommodation	n/a	n/a	0	0	0	0
Reinstatement	n/a	n/a	0	0	0	0
Retirement	n/a	n/a	0	0	0	0
Termination	n/a	n/a	0	0	1	0
Terms/Conditions of Employment	n/a	n/a	0	0	0	0
Time and Attendance	n/a	n/a	0	0	0	0
Training	n/a	n/a	0	0	0	0
Other	n/a	n/a	0	0	0	0

Processing Time	Comparative Previous Fiscal Year Data					2023 Total (Through Q3)
	2018	2019	2020	2021	2022	
Complaints pending for any length of time during fiscal year	n/a	n/a	0	1	4	8 ³
Average number of days in investigation stage	n/a	n/a	0	90	103	128
Average number of days in final agency action stage	n/a	n/a	0	0	0	0
Complaints pending for any length of time	n/a	n/a	0	0	1	2

³ Total includes three FY 2023 complaints and four FY 2022 complaints. Three FY 2022 complaints were closed as of June 30, 2023.

during fiscal year where hearing was requested						
Average number of days in investigation stage	n/a	n/a	0	0	140	182 ⁴
Average number of days in final agency action	n/a	n/a	0	0	0	0
Complaints pending for any length of time during fiscal year where hearing was not requested						
Average number of days in investigation stage	n/a	n/a	0	0	0	0
Average number of days in final agency action stage	n/a	n/a	0	0	0	0

Complaints Dismissed by Agency	Comparative Previous Fiscal Year Data					2023 Total (Through Q4)
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	n/a	n/a	0	0	0	0
Average Days Pending Prior to Dismissal	n/a	n/a	0	0	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	n/a	n/a	0	0	0	0

Total Final Actions Finding Discrimination	Comparative Previous Fiscal Year Data										2023 Total (Through Q4)	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Without Hearing	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
With Hearing	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Previous Fiscal Year Data										2023 Total (Through Q4)	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0

⁴ One investigation exceeded 180 days, but complainant received proper notice and agreed to a 30-day extension.

Race	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Color	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Religion	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reprisal	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Sex	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
National Origin	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Age	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Disability	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Genetic Information	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Non-EEO	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Findings After Hearing	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Race	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Color	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Religion	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reprisal	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Sex	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
National Origin	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Equal Pay Act	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Age	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Disability	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Genetic Information	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Non-EEO	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Findings Without Hearing	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Race	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Color	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Religion	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reprisal	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Sex	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
National Origin	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Equal Pay Act	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Age	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Disability	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Genetic Information	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Non-EEO	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Previous Fiscal Year Data					2023 Total
	2018	2019	2020	2021	2022	

<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>											(Through Q4)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Appointment/Hire	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Assignment of Duties	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Awards	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Conversion to Full-time	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reprimand	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Suspension	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Removal	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Other	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Duty Hours	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Evaluation Appraisal	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Examination/Test	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Sexual	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Medical Examination	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Pay (Including Overtime)	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Promotion/Non-Selection	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reassignment												
Denied	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Directed	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reasonable Accommodation	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reinstatement	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Retirement	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Termination	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Time and Attendance	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Training	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Other	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Findings After Hearing	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Appointment/Hire	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0

Assignment of Duties	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Awards	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Conversion to Full-time	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Disciplinary Action												
Reprimand	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Suspension	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Removal	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Other	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Duty Hours	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Evaluation Appraisal	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Examination/Test	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Sexual	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Medical Examination	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Pay (Including Overtime)	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Promotion/Non-Selection	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reassignment												
Denied	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Directed	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reasonable Accommodation	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reinstatement	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Retirement	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Termination	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Time and Attendance	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Training	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Other	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Findings Without Hearing	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Appointment/Hire	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Assignment of Duties	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Awards	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Conversion to Full-time	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Disciplinary Action												
Reprimand	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Suspension	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0

Removal	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Other	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Duty Hours	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Evaluation Appraisal	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Examination/Test	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Sexual	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Medical Examination	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Pay (Including Overtime)	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Promotion/Non-Selection	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reassignment												
Denied	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Directed	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reasonable Accommodation	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Reinstatement	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Retirement	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Termination	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Time and Attendance	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Training	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0
Other	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Previous Fiscal Year Data					2023 Total (Through Q4)
	2018	2019	2020	2021	2022	
Total Complaints from Previous Fiscal Years	n/a	n/a	0	0	0	5 ⁵
Total Complainants	n/a	n/a	0	0	0	4
Number of Complaints Pending						
Investigation	n/a	n/a	0	0	0	3
Hearing	n/a	n/a	0	0	0	2
Final Agency Action	n/a	n/a	0	0	0	0
Appeal with EEOC Office of Federal Operations	n/a	n/a	0	0	0	0

⁵ Total reflects FY 2022 complaints in an open status as of 10/1/2022. Two FY 2022 complaints were closed in 1st and 2nd quarters of FY 2023.

Complaint Investigations	Comparative Previous Fiscal Year Data					2023 Total (Through Q4)
	2018	2019	2020	2021	2022	
Pending Completions Where Investigation Exceeds Required Time Frames	n/a	n/a	0	0	0	0

TO: DFC Staff
FROM: Scott Nathan, Chief Executive Officer
DATE: ~~4/9/23~~ 5/9/23
RE: DFC EEO Policy Statement

The U.S. International Development Finance Corporation (DFC) is committed to ensuring that all employees within the DFC and applicants have the freedom to compete for workplace opportunities on a fair and level playing field, and that they are free from discrimination. As the Chief Executive Officer, I am proud to reaffirm the DFC's commitment to the principles of equal employment opportunity (EEO) in the workplace.

It is the DFC's policy to provide equal employment opportunity (EEO) for all employees and applicants for employment, regardless of their race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, genetic information (including family medical history), or disability. The DFC applies EEO to all personnel and employment programs, management practices, and decisions, including, but not limited to, recruitment and hiring, merit promotion, transfer, reassignment, training and career development, benefits and separation. The DFC further supports the rights of all employees to exercise their rights under the civil right statutes and affirms that retaliation or reprisal against one who engaged in protected activity will not be tolerated.

Furthermore, workplace harassment is inexcusable and will not be tolerated. All DFC employees are expected to take personal responsibility for correcting harassing conduct before it becomes severe or pervasive, and for creating and maintaining an environment that is free from harassment and discrimination. Employees who feel they have been subjected to unlawful discrimination should contact the DFC EEO Office. Additional information about DFC EEO programs can be found at <https://dfc.gov.sharepoint.com/sites/EEO>.

A workplace free of discrimination protects DFC employees and allows them to focus on the Agency's mission. I appreciate your shared commitment to equal employment opportunity at the DFC, and I look forward to working with you to advance the Agency's critical mission.


Scott Nathan

TO: DFC Staff

FROM: Scott Nathan, Chief Executive Officer

DATE: ~~4/9/23~~ 5/9/23

RE: DFC Anti-Harassment Policy Statement

The U.S. International Development Finance Corporation (DFC) is committed to maintaining a safe, professional and inclusive work environment where all employees, applicants, clients and customers are treated with dignity and respect. I prioritize active prevention of and prompt response to any form of harassment and I expect the same of every DFC employee. Harassment is inexcusable and will not be tolerated under any circumstance.

Harassment has a broad definition that I expect everyone to understand. It includes, but is not limited to, any unwelcome verbal or physical conduct based on race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, genetic information (including family medical history), disability, or any other protected basis. It is also behavior that, although possibly not unlawful, still adversely affects the work environment, or behavior that is of a criminal nature, e.g., unwelcome conduct (including of a sexual nature), intimidation, ridicule, insult, offensive comments or jokes, bullying, stalking, slurs, epithets, negative stereotypes, offensive objects or pictures, threats, and requests for sexual favors. Employees who feel they have been subjected to unlawful harassment should contact the DFC Equal Employment Opportunity Office, Office of Human Resources Management, or other available resources such as the DFC Anti-Harassment Program Team. The DFC Anti-Harassment Policy can be found at <https://dfc.gov.sharepoint.com/sites/HR/SitePages/Anti-Harassment.aspx>.

I am committed to ensuring that every reported incident is investigated promptly, thoroughly, and impartially, with immediate corrective action taken as appropriate. To cultivate a culture of active prevention and prompt response, please report any incident of harassment you experience or observe. In accordance with the law, the DFC will protect the information collected during each investigation, including the identities of individuals who report the incidents, alleged victims, witnesses, and those accused. Reprisal against those who participate in investigations into allegations of harassment is strictly forbidden.

I am committed to providing a workplace free from harassment where everyone is treated with respect and dignity. I expect each of you to join me in cultivating this ideal.


Scott Nathan