

**Fiscal Year (FY) 2024: 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 United States (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 FY 2024, 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, special emphasis programs and enforcement of civil rights laws and regulations. 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 overseeing DFC's Special Emphasis Programs (SEPs) 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 2024 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 2024, 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 2024.
- The agency did not make any adjustment to its budget during FY 2024.

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 2024.

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, genetic information, or reprisal. 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 language regarding discipline for individuals who engage in discrimination. 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 increased slightly from FY 2023 through FY 2024. Five formal complaints were filed in the current reporting period compared to four in the previous year. The bases for the five complaints filed in FY 2024 included race, sex, age, and disability. The data shows eight bases claimed for five complaints; complainants are allowed to name multiple bases in their complaints. Only one case in the current reporting period did not claim race as a basis.

Race based claims rose from one in the previous year to four in the current year. Sex claims fell by 50% in the current fiscal year, having only one occurrence this year from two in the previous. Age and disability cases were consistent with the previous fiscal year, being cited in two and one case, respectively. National origin, which was one of the leading bases last year, was not cited in any cases in the current reporting period.

In FY 2024, the leading issue for complaint activity was non-sexual harassment which was cited in four cases. This is notable as harassment cases fell last year from its previous high in FY 2022 and returned to that number in the current period. The remaining two issues were termination and terms/conditions of employment which were cited in one case each. Neither of those issues were cited last year.

When comparing DFC with other similar-sized federal agencies, DFC’s complaint activity as a percentage of the Total Workforce was 0.7% in FY 2024, which was higher than the government-wide measure of complaint activity (0.36%). This is consistent with complaint activity for Small Level Agencies (0.7%) and higher than complaint activity at Micro Level Agencies (0.45%). [Source: FY 2021 EEOC Federal Sector Report, Table B-1, FY 2021 Total Work Force Counselings and Complaints.]

B. Causal Analysis

In FY 2024, DFC’s formal complaint activity remained steady, yet relatively low for its size. Currently, DFC is a small agency with just over 700 employees. The agency experienced rapid growth in FY 2023 and FY 2024. Therefore, it is difficult to determine systemic issues until complaint data is available for additional FYs. DFC is exploring

expanded and regular data analysis coupled with internal outreach to better inform DFC leadership 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 for employees and supervisors. 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. DFC is in the process of updating its ADR policy to better serve the purpose of dispute resolution throughout the agency. DFC has also invested in providing training and seminars in leadership development, disability awareness and further development of Employee Resource Groups.

VII. ACCOMPLISHMENTS

DFC is committed to building a Model EEO Program. The OEDI team has accomplished the following for the agency:

- 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.
- Updated and communicated the EEO policy and procedures to the workforce.
- Required EEO and Anti-Harassment mandatory training.
- Distributed workforce communications on 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.
- Designed and facilitated Special Emphasis Programming, such as Black History Month, Pride Month and Hispanic Heritage Month.
- Updated internal and external EEO web pages to reflect the current OEDI staff, EEO counselors, policies, processes, programs, authorities, and reports.
- Promoted and solicited the workforce for collateral duty counselors and special emphasis program managers to raise engagement with the workforce.
- Trained staff to better conduct barrier and trends analysis for the agency.
- Hired an additional FTE to bolster office program capabilities.

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 2025 activities toward a Model EEO Program include:

- Providing additional education to staff on Schedule A hiring authority.
- Establishing regular EEO management/supervisory training.
- 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.
- Exploring the acquisition of additional contract vehicles to expand training opportunities and OEDI capabilities.
- Finalizing interagency agreement for ADR/mediation services.

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,



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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

Includes comparative previous fiscal year data from 2019 through 2023.

2024 totals are through Q2. All FY 2024 Data through Q2 is reported as of March 31, 2024.

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

Formal Complaint Activity

Complaint Activity	2019	2020	2021	2022	2023	2024 Total
Number of Complaints Filed	n/a	0	1	4	4	5
Number of Complainants	n/a	0	0	4	4	5
Repeat Filers	n/a	0	0	0	0	0

Formal Complaint by Basis

Complaint Basis	2019	2020	2021	2022	2023	2024 Total
Race	n/a	0	1	3	1	4
Color	n/a	0	0	0	0	0
Religion	n/a	0	0	0	0	0
Reprisal	n/a	0	0	1	0	0
Sex	n/a	0	1	1	2	1
National Origin	n/a	0	0	0	2	0
Equal Pay Act	n/a	0	0	0	0	0
Age	n/a	0	0	1	2	2
Disability	n/a	0	0	2	1	1
Genetic Information	n/a	0	0	0	0	0
Non-EEO basis	n/a	0	0	0	0	0

Formal Complaint by Issue

Complaint Issue	2019	2020	2021	2022	2023	2024 Total
Appointment/Hires	n/a	0	0	1	1	0
Assignment of Duties	n/a	0	0	0	0	0
Awards	n/a	0	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.

Complaint Issue	2019	2020	2021	2022	2023	2024 Total
Conversion to Full-time	n/a	0	0	0	0	0
Disciplinary Action - Demotion	n/a	0	0	0	0	0
Disciplinary Action - Reprimand	n/a	0	1	0	0	0
Disciplinary Action - Removal	n/a	0	0	0	0	0
Disciplinary Action - Suspension	n/a	0	0	0	1	0
Disciplinary Action - Other	n/a	0	0	1	0	0
Duty Hours	n/a	0	0	0	0	0
Evaluation Appraisal	n/a	0	0	1	2	0
Examination/Test	n/a	0	0	0	0	0
Harassment (Non-Sexual)	n/a	0	1	4	2	4
Harassment (Sexual)	n/a	0	0	0	0	0
Medical Examination	n/a	0	0	0	0	0
Pay (Including Overtime)	n/a	0	0	0	0	0
Promotion/Non-Selection	n/a	0	0	0	0	0
Reassignment - Denied	n/a	0	0	0	0	0
Reassignment - Directed	n/a	0	0	0	0	0
Reasonable Accommodation	n/a	0	0	0	0	0
Reinstatement	n/a	0	0	0	0	0
Retirement	n/a	0	0	0	0	0
Termination	n/a	0	0	1	0	1
Terms/Conditions of Employment	n/a	0	0	0	0	1
Time and Attendance	n/a	0	0	0	0	0
Training	n/a	0	0	0	0	0
Other	n/a	0	0	0	0	0

Processing Time

FY2024 data includes ongoing cases carried over from FY2022 and FY2023.

Processing Time	2019	2020	2021	2022	2023	2024 Total
Complaints pending for any length of time during the fiscal year	n/a	0	1	4	8	10
Complaints pending for any length of time during the fiscal year - Average number of days in investigation stage	n/a	0	90	103	128	135

Processing Time	2019	2020	2021	2022	2023	2024 Total
Complaints pending for any length of time during the fiscal year - Average number of days in final agency action stage	n/a	0	0	0	0	252
Complaints pending for any length of time during fiscal year where hearing was requested	n/a	0	0	1	2	5
Complaints pending for any length of time during fiscal year where hearing was requested - Average number of days in investigation stage	n/a	0	0	140	182	176
Complaints pending for any length of time during fiscal year where hearing was requested - Average number of days in final agency action	n/a	0	0	0	0	285
Complaints pending for any length of time during fiscal year where hearing was not requested	n/a	0	0	0	0	1
Complaints pending for any length of time during fiscal year where hearing was not requested - Average number of days in investigation stage	n/a	0	0	0	0	179
Complaints pending for any length of time during fiscal year where hearing was not requested - Average number of days in final agency action stage	n/a	0	0	0	0	88

Complaints Dismissed by Agency

Complaints Dismissed	2019	2020	2021	2022	2023	2024 Total
Total Complaints Dismissed by Agency	n/a	0	0	0	0	1
Average Days Pending Prior to Dismissal	n/a	0	0	0	0	81
Total Complaints Withdrawn by Complainants	n/a	0	0	0	0	1

Total Final Actions Finding Discrimination

Total Final Actions Finding Discrimination	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 Total #	2024 Total %
Total Number of Findings	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Without Hearing	n/a	n/a	0	0	0	0	0	0	0	0	0	0
With Hearing	n/a	n/a	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis

Total Findings by Basis

Total Final Actions Finding Discrimination	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 Total #	2024 Total %
Total Number of Findings	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Race	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Color	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Religion	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reprisal	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Sex	n/a	n/a	0	0	0	0	0	0	0	0	0	0
National Origin	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Age	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disability	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Genetic Information	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Non-EEO	n/a	n/a	0	0	0	0	0	0	0	0	0	0

Findings After Hearing by Basis

Total Final Actions Finding Discrimination	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 Total #	2024 Total %
Findings After Hearing	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Race	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Color	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Religion	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reprisal	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Sex	n/a	n/a	0	0	0	0	0	0	0	0	0	0
National Origin	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Age	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disability	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Genetic Information	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Non-EEO	n/a	n/a	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing by Basis

Total Final Actions Finding Discrimination	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 Total #	2024 Total %
Findings Without Hearing	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Race	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Color	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Religion	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reprisal	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Sex	n/a	n/a	0	0	0	0	0	0	0	0	0	0
National Origin	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Age	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disability	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Genetic Information	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Non-EEO	n/a	n/a	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue

Total Findings by Issue

Findings of Discrimination Rendered by Issue	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 Total #	2024 Total %
Total Number of Findings	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Awards	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Conversion to Full-Time	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Demotion	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Reprimand	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Suspension	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Removal	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Other	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Duty Hours	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Examination/Test	n/a	n/a	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 Total #	2024 Total %
Harassment – Non-Sexual	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Harassment - Sexual	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Medical Examination	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Promotion/ Non-Selection	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reassignment - Denied	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reassignment - Directed	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reinstatement	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Retirement	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Termination	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Time and Attendance	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Training	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Other	n/a	n/a	0	0	0	0	0	0	0	0	0	0

Findings After Hearing by Issue

Findings of Discrimination Rendered by Issue	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 Total #	2024 Total %
Findings After Hearing	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Awards	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Conversion to Full-Time	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Reprimand	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Suspension	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Removal	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Other	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Duty Hours	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	n/a	n/a	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 Total #	2024 Total %
Examination/Test	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Harassment – Non-Sexual	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Harassment - Sexual	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Medical Examination	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Promotion/ Non-Selection	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reassignment - Denied	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reassignment - Directed	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reinstatement	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Retirement	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Termination	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Time and Attendance	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Training	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Other	n/a	n/a	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing by Issue

Findings of Discrimination Rendered by Issue	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 Total #	2024 Total %
Findings Without Hearing	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Awards	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Conversion to Full-Time	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Reprimand	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Suspension	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Removal	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Other	n/a	n/a	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 Total #	2024 Total %
Duty Hours	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Examination/Test	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Harassment – Non-Sexual	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Harassment - Sexual	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Medical Examination	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Promotion/ Non-Selection	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reassignment - Denied	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reassignment - Directed	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Reinstatement	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Retirement	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Termination	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Time and Attendance	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Training	n/a	n/a	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment	n/a	n/a	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints	2019	2020	2021	2022	2023	2024 Total
Total Complaints from Previous Fiscal Years	n/a	0	0	0	5	2
Total Complainants	n/a	0	0	0	4	2
Number of Complaints Pending Investigation	n/a	0	0	0	3	0
Number of Complaints Pending a Hearing	n/a	0	0	0	2	2
Number of Complaints Pending Final Agency Action	n/a	0	0	0	0	0
Number of Complaints Pending Appeal with EEOC Office of Federal Operations	n/a	0	0	0	0	0

Complaint Investigations

Complaint Investigations	2019	2020	2021	2022	2023	2024 Total
Pending Complaints Where Investigation Exceeds Required Time Frames	n/a	0	0	0	0	0

TO: DFC Staff
FROM: Scott Nathan, Chief Executive Officer
DATE: June 7, 2024
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 equitable basis, 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), diversity, equity, and inclusion 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 (over 40), genetic information (including family medical history), or disability (physical and mental). In addition, DFC strictly prohibits retaliation and reprisal against individuals opposing employment discrimination or engaging in a protected EEO activity. These protections cover all employees and applicants for employment at the agency. This policy applies to all facets of the workplace experience including, but not limited to recruitment, hiring, retention, promotion, performance assessment, awards, reassignment, training, career development opportunities and access to benefits. 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 and applicants for employment who feel subjected to unlawful discrimination should contact the Office of Equal Opportunity, Diversity & Inclusion (OEDI) staff at EEO@dfc.gov within **45 calendar days** of an alleged discriminatory event, your becoming aware of a discriminatory event, or in the case of a personnel action, within 45 days of the effective date. DFC supports the rights of all employees to exercise their rights under the civil rights statutes.

Additional information about DFC EEO programs can be found at:
<https://dfc.gov.sharepoint.com/sites/EEO>.

I am committed to ensuring DFC operates with standards of equity and fairness and that our workplace environment is safe, productive, and free from discrimination. A workplace free of discrimination allows DFC to focus on the vital work of the agency. I am confident in our ability to uphold these standards and to conduct ourselves in a manner that reflects the principles of equal opportunity, professionalism, and mutual respect.



Scott Nathan

TO: DFC Staff
FROM: Scott Nathan, Chief Executive Officer
DATE: June 7, 2024
RE: DFC Anti-Harassment Policy Statement

The U.S. International Development Finance Corporation (DFC) is committed to creating and maintaining a safe, professional, and inclusive work environment where all employees, applicants, clients, and customers are treated with dignity and respect. As Chief Executive Officer (CEO), I am committed to our longstanding policy that 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 is not unlawful but 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, unwelcome sexual advances, and requests for sexual favors.

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, 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.

The DFC Anti-Harassment Policy can be found at
<https://dfc.gov.sharepoint.com/sites/HR/OHRM%20Intranet%20Library/DFC-OHRM-001-007%20Anti-Harassment%20Policy%20v.1.0.0.pdf>.

Harassment can be reported by contacting the Anti-Harassment Program Team at harassment@dfc.gov. Employees who believe they have been subjected to unlawful discrimination, harassment, or retaliation, have the right to file an EEO complaint within 45 calendar days of the aggrieved action at EEO@dfc.gov.


Scott Nathan